

SPECIAL MEETING
HELD ON SEPTEMBER 01, 2026
204 PULASKI ROAD, CALUMET CITY, ILLINOIS

CALL TO ORDER The Special Meeting was called to order at 6:03 p.m.
on September 01, 2026, by Mayor Thaddeus.

ROLL CALL

PRESENT 7 ALDERMEN: Harvey, Wilson, Tillman, Williams,
Gardner (6:14 p.m.), Nelson, Phillips.

ABSENT: 0 ALDERMEN: NONE

Also present were: City Clerk Dr. Figgs, City Treasurer Tarka, City Administrator Deanne Jaffrey, Fire Chief Bachert, Police Chief Kolosh, Deputy Clerk Jessica Coffee, Water Superintendent Gerry Surufka, and Deputy Jay Embry, Attorney Jayman Avery (Legislative Counsel), Attorney Paul O' Grady (Corporation Counsel), Finance Director Kasperek, Public Works Commissioner Jericho Thomas, Human Resource Manager Deston Dorchack, Public Works Deputy Josh Brown, Building and Zoning Director Sheryl Tillman, IT Manager Megan Wilson, and IT Manager Kevin Martin.

PUBLIC COMMENT Mayor Jones commented: "I'm going to take this opportunity to speak from the podium as a public forum this is probably my first time doing this. You know my life changed on October 8th, October 22nd, when I noticed that my best friend passed away in this city hall and that changed me a lot. I became more emotional, more defensive and to the point it made me start doubting things, it made me start to a point hiding things. And this city council means a lot to me, I served 16 years as Alderman here in this council. The things that we are doing right now as a council does not please me and that's partly because some of the leadership decisions I've made, its probably because some of the things I've done to this city council, partly because you guys don't trust me, I understand that, I take accountability for that, that's part of being a leader. And part of that is because I know I'm going through a lot of grief and I got to get grief counseling and I don't want things to turn out for our residents for our vendors for people who count on this city and people who count on this council. Some of the things I know I have said to you guys that sometimes is not true. I own that cause part of being a leader is owning your mistakes. I've said to this city council time and time again we've got the opportunity to be the greatest city in the world but we got to come together to do that, again we have the opportunity to be the greatest city in the world, but we can't do that by going after each other, going after our employees, going after our vendors, and by going after each other. I've said this time and time again, Harvey had the

Mayor Jones
Comment
Continued

opportunity to be a great city. Dolton had the opportunity to be a great city but because their leaders couldn't get out of the way of themselves they fought at every turn and eventually the city government changed but the issues persisted because the council couldn't get together and couldn't get out of it's on way. We're in that same predicament right now, whether we want to face it or talk about it we are in that same predicament right now. We're not talking to each other we're talking beyond each other, and that's part of me as well that's all of me. And right now we have to come to a decision, are we going to band together and build our city for our future or are we going to continue having meetings like this and meetings in the past that have broken our system. We got the opportunity tonight to change that, we got the opportunity next week to make a decision to have a new course. What I'm asking for is a new course for this council and tell me how you want us to lead this council together because the things that we are doing is not bringing us together, and that's all on me. And I'm sorry if I lied to you, to some of you. I'm sorry if I didn't tell some of you the truth. I'm sorry if I didn't do that, tonight is my apology to you guys because we shouldn't be doing what we're doing tonight, cause not only are we hurting each other, we're hurting the employees that work here and we're hurting our future. We are hurting our future by doing meetings like this by being disrespectful to each other at council meetings by not talking to each other and by not sharing with each other. We are hurting our future and I tell you this I am tired of it. I'm tired of it just like you guys are tired of it. I sent you guys a request to have a retreat so we can talk about our issues and try to work together, I want to revisit that. I take responsibility for some of the things that the employees have done to each of you, some of the things that they've said to each of you. I take responsibility for that because I directed them to do some of the things. I directed them when we were having the lawsuits not to talk to the City Clerk. I directed them in the past not to talk to certain Aldermen, because we were involved in lawsuits, that was wrong-headed but at the time I thought it was a great choice, it wasn't cause what it did was brought us to today, it brought us to a couple months ago, it brought us to a year ago, it brought us to 6 months ago, it brought us to where we are right now where we are fighting and all we have to do is sit down and work these issues out. For years we have passed our appropriation budget and our salary budget at at the same time. For years we have talked about the issues and moved beyond where we are right now, For years we have worked together to talk about what this city can mean to each other. So let me dispel a couple of things that this city council should all agree on. You heard John Kasperek say we have a 3.7-million-dollar surplus. So, for those of you that are thinking that we have a deficit we do not have deficit. John Kasperek is right there he can confirm it we are not operating in a deficit; we did last year but we made a lot of changes that's positive

for this city. We made a lot of changes that we can be proud of. We have almost 22 million dollars that we have to collect that's outstanding. One of the things I'm asking the city council to do is; I'm asking the city council to look at the future of this city and make a choice tonight. I'm extending the olive branch so we can do this the right way. Some of the items that's on the agenda tonight should be done in committee work; lets get back to doing committee work, lets get back to doing committee work and stop calling all these Special Meetings. Lets get back to committee work and stop fighting with each other, lets get back to committee work and do what we have to do for the people of Calumet City. So, I'm asking you guys to consider that, I'm asking you guys to not only look at what our future is but look at what we are doing to each other; look at what we are doing to our community members and some of our employees. They take this stuff home just like you take this stuff home and I'm tired of it just like you're tired of it. So, what I'm asking for you guys to do tonight is consider adjourning this meeting, do committee work, get back to doing committee work and not take it out on our employees and our vendors, who should have had the opportunity to be here tonight.

Carolyn Kalweit: 1214 Edgewood commented thanking the city council for their hard work and attention during the storm.

Alderman Nelson
Comment

Miacole Nelson commented: "I should've took this opportunity when we had more administrators and staff here during the meeting when everyone thought you were gonna be let go Ms. Jaffrey's. We appreciate everything that you said Mayor and we want some cohesiveness, we want things to change. But I want to be very clear, I've been here a year and a couple of months, I want to share what I've seen. Our budget, out of control. We have a Treasurer that never showed documentation of the wasteful spending and all of the people that are on salary that are being paid outside of paychecks not paychecks but outside of the salaries or the check stubs, we see a lot of that, we've seen the layoffs, we've seen when we're coming together to try and figure out how to change some of the salaries that are being given to administration and a lot of people that's up top but here in administration. We seem to care about more of the up top than we care about the employees that are going to render the services to our community. If you guys look at our community it looks horrible, it looks bad and I'm ashamed sometimes to even say I live here, it looks like Harvey it looks like Pheonix, it looks like some areas of Dolton. So, I will not; tonight allow you to change this as if we're being vicious, this is the only way that we can get someone's attention. Because of the waste within our community. We have individuals on payroll that make over \$150,000.00 dollars, we have individuals that came from downstairs making what union members make and their

upstairs making over eighty. Some people's households are taking almost \$300,000.00 home in our community but the services that we are getting are poor, and are horrible. We are allowing businesses to come into our community disrespect us, do whatever they choose to do and not hold them accountable with the way the city looks. We give businesses all of these tax breaks, incentives and if you check, our residents are not in there its the people who are owning the places families. So, I respect everything you said but not tonight. We have to have these meetings because it is time for us to change Calumet City. It is time for us to hold all of y'all accountable, every elected official accountable, and our residents accountable. I say this with love from my heart and I say it with authority, we will no longer allow y'all to rape our community with our funds, we are going to pay you but we want services rendered. We don't deserve to see people standing on our corners. We don't deserve to see houses being allowed to get away with not keeping up their properties. So, this is not a fight for us to push y'all out this is a fight saying that we deserve change and the property taxes that we pay says that we can afford it; but we gotta stop the waste, the fraud, and the abuse check the record. Let's call it what it what it is waste, fraud and abuse. I won't take too much time but I just have to take the moment and say I ask everybody to open their heart to think about what we're trying to do, we're trying to get rid of some of the high salaries that people are not doing jobs for. I wanna go on to when you say employees are tired of being attacked; we have videos showing how some of Public Works senior people are hiding for hours. It's not that we want to beat you up, we're saying look at those jobs you're hiding. We Commissioners that won't even come out to some of the resident's homes when they call and it's flooding, and we give take home cars. I'm just asking everybody to think about it, look and see what's going on. Look around and see how many people that are in management top-heavy but we don't have enough Public Works people. We don't have enough people in Mrs. Tillman's department to do the work that is needed in our community. So, if we have to be the bad guys to protect our community we'll be it, we are no longer tolerating, waste fraud and abuse, you will be held accountable. And I am sorry cause I am nervous but I stand in power to let you know we are not going to accept it. And we are going to expose everything that is going on and we are keeping good documentation all the way to you counselor."

Alderman Gardner
Comment

Alderman Gardner stated "I just want to take a moment and I think it's proper to dispel the notion and the rumors that we're trying to attack employees for their jobs, I'm here for fiscal responsibility of the spending of the city. What's before us tonight are measures that speak to transparency. I'm not here for political retribution of any kind but I do want to make sure that moving forward this entire council is involved in the transparency around spending. What's before us tonight is contracts on the agenda that have not been renewed but we're still making

payments to a lot of those vendors so yeah this is a tuff time that we're in but I just want to dispel the notion that this is personal because it's not it's business for the city and that's all I have."

Recess

The council took a recess at 6:22 p.m.

Return to the
Regular Order of
Business

The council returned to the regular order of business at 6:46 p.m.

Salary Ordinance
Discussion

The council had a lengthy discussion regarding amendments to Salary Ordinance 25-09. The council discussed positions and salaries and advised Finance Director Kasperek of changes and updates they would like to see reflected in the final document. There was a brief discussion regarding the Crime Free Housing Department and if that department should be under the Department of Inspectional Services.

Police Chief Kolosh stated that Director Banshee previously gave reasons why the Crime Free Housing Department should remain under the Police Department.

Director Tillman stated previously the Crime Free Housing was under the Director of Inspectional Services but the reason why it hasn't been is because Crime Free Housing has access to Police records which is an access Inspectional Services doesn't have.

Approval to Keep
Assistant Director of
Crime Free Housing
In the Final Draft of
The Salary Ordinance

Alderman Gardner moved, seconded by Alderman Hardvey to approve keeping the Assistant Director position in the Crime Free Housing Department.

Discussion

Alderman Tillman stated that a motion did not need to be made because technically the position in question remains in the Salary Ordinance.

Alderman Gardner's
Withdrawal of Motion

Alderman Gardner withdrew his motion to approve keeping the Assistant Director position in the Crime Free Housing Department.

Alderman Harvey's
Withdrawal of
Second

Alderman Second withdrew her second to approve keeping the Assistant Director position in the Crime Free Housing Department.

Approval to Amend
Salary Ordinance
25-09

Alderman Nelson moved, seconded by Alderman Gardner to amend Salary 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.

ROLL CALL

AYES:	5	ALDERMEN:	Wilson, Tillman, Gardner, Nelson, Phillips
NAYS:	0	ALDERMEN:	None
ABSENT:	0	ALDERMAN:	None
PRESENT	2	ALDERMEN:	Harvey, Williams

MOTION CARRIED

Approval of Amended
Salary Ordinance
26-17

Alderman Nelson moved, seconded by Alderman Phillips to approve amended Salary Ordinance 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.

(Ord.#26-17)

(See Attached 6A)

ROLL CALL

AYES:	5	ALDERMEN:	Wilson, Tillman, Gardner, Nelson, Phillips
NAYS:	0	ALDERMEN:	None
ABSENT:	0	ALDERMAN:	None
PRESENT	2	ALDERMEN:	Harvey, Williams

MOTION CARRIED

Calumet City
Vendors Discussion

Alderman Wilson led a detailed discussion regarding city vendors. Alderman Wilson inquired if the following vendors had current contracts and questioned what they did for the city. The vendors in question were as follows: 14 Oranges Inc.; Access One, Inc.; Accurate Board Up & GL; ALLDATA LLC; Alliance Environmental; Ancel, Glink P.C.; Benford Brown and Asso.; Crowe, LLP; FirstWork Media LLC; Madays; Michael J. Kasper, Professional Protection; Sean Howard, OBA STH M.; Stay Focused Media; and Taylor Media. Alderman Wilson inquired if Benford Brown and Associates contract had ended.

Mayor Jones reported the contract with Benford Brown and Associates has expired; however he is not sure if all invoices have been paid.

Alderman Wilson inquired about Madays.

Commissioner Jericho Thomas reported Madays provides the city's flowers.

ORDINANCE #26-17
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:

<u>Group A</u>		
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
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
E.S.D.A. Director		70,213.00 per year
<u>Group B</u>		
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.

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 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

Crime Free Housing Director	93,824.00 per year
Deputy Clerk 1	87,501.00 per year
Deputy Clerk 2	71,747.00 per year
Deputy Commissioners (1-PW)	80,000.00 per year
(1-Water/Sewer)	99,343.00 per year
Deputy Fire Chief	157,744.00 per year
Executive Assistant – Inspectional Services	61,703.00 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
Operations Supervisor	67,844.00 per year
Purchasing Manager	62,998.00 per year
Senior Coordinator	59,450.00 per year
Supervisor of Inspectors	109,304.00 per year
System Manager	83,000.00 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.

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
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
Floodplain Manager Stipend	2,400 per year
License Inspector – Business Licenses – PT	26,000 per year
Liquor Processor – Stipend	2,500 per month
Maintenance of Confidential Files	5,500 per year
Office Manager/Supervisor – Water -PT	24.64 per hour
Records and Billing Stipend	20,000 per year

Legislative Meeting Stipend
Veterans Coordinator

100 per mtng
30,000 per year

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 non-occupational 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 time-off 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.

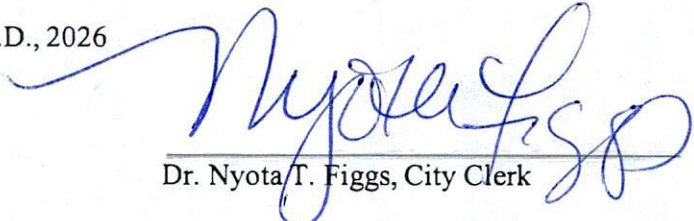
SECTION 12. Effective Date

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.

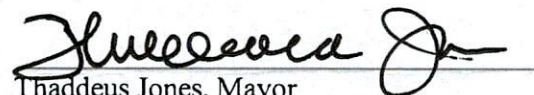
SECTION 13. Legislative Act

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.

Passed this 1st day of September, A.D., 2026


Dr. Nyota T. Figs, City Clerk

Approved by me this 1st day of September, A.D., 2026


Thaddeus Jones, Mayor

ATTEST:


Dr. Nyota T. Figs, City Clerk

KSM Contract
Discussion

Alderman Wilson inquired about a \$18,000.00 invoice from Madays.

Commissioner Jericho Thomas stated that he would look into that invoice because he wasn't aware of it.

Alderman Wilson stated she has a question regarding KSM Logistics. I have a copy of my December 9th email when in December of 2025 we did not renew the contract for KSM but in 2026 we have already paid \$27,685.08 to KSM and I just want to know what contract if we didn't renew the contract how are we paying that uh Treasurer, Diana, anyone.

Alderman Nelson stated: "Is KSM here?"

Alderman Wilson: "He was here earlier"

IT Manager Kevin Martin: "I'm here"

Alderman Wilson: "My concern is in December of 2025 I asked and everyone on the council and the attorney were on the email. On December 9, 2025, at 1:32 p.m. I asked for clarification how as a Council we did not approve a contract for KSM and we gave a directive that a RFQ and a formal bid process for IT sources be conducted. I also asked how could we deny the contract and then the Mayor's brother in law became an employee. I asked for the documentation and I received no answer, no answer was given. I was stunned to then learn now that we not only paid KSM in 2026, but you Sir are also an employee, so we've been paying you a salary.

IT Manager Kevin Martin: "But that's KSM I'm not doing any work for City Hall."

Mayor Jones: "So the three questions that was asked was about KSM, and the process where the city council went for IT vendors, it was a process where the city went for IT vendors and where people responded for that IT request. This was approved by the council IT stuff came back the council hasn't taken any action on those people who sent those RFQs. As far as the money that was paid for \$27,000.00 was that the end of the contract.

IT Manager Kevin Martin: "Yeah, I believe that was the end of the contract. But that's KSM I don't do anything with KSM."

Alderman Wilson: "What does KSM stand for?"

IT Manager Kevin Martin: "KSM its just initials"

Alderman Wilson: "So like your name is Kevin Martin it doesn't stand for Kevin Martin?"

IT Manager Kevin Martin: "No."

Alderman Wilson: "Okay. So, June 25th of 2026 we paid them \$9,000.00 this is from our financials I'm just confused on how this is happening and we don't know."

Mayor Jones: "So the question is."

Alderman Tillman: "Can you clarify for me when you say you don't do any work for KSM; what exactly are you saying?"

IT Manager Kevin Martin: "I don't do any work for Calumet City under KSM."

Alderman Tillman: "You don't do any work for Calumet City."

IT Manager Kevin Martin: "Under KSM, so, when she said June 26th, I haven't gotten that \$9,000.00."

Alderman Wilson: "It says February 13th, KSM got \$4,000.00 March 4th KSM got \$4,500.00, March 27th KSM got \$4,500.00. There are documents in your packet. March 27th KSM got \$4,500.00, March 27th KSM got \$1,185.00 for mobile services, April 7th \$4500.00, June 25th two payments of \$4,500.00 dollars that's \$27,685.08 and from 21 to now we've paid \$150,185.08 to KSM which you stood before us asking us to extend a contract and we denied it; you became an employee but somehow in our city records it still shows that we are making payments to KSM. So, I guess now I would need to ask the Treasurer's office how is this paid is it paid direct deposit is it paid with a check? Who cashes the check? Where does the check go? Where does the money go?"

Assistant Accounting Department Coordinator Diana Gonzalez Responded: "All of our payments are made through check. If their made out for payment to KSM it would be a check."

Alderman Wilson: "Okay."

Treasurer Tarka: "First of all of the processing of bills is done by the purchasing department, by the time we get it/ we don't even see it until it's done. We don't even see it until it's gone through the purchasing department and whatever hierarchy of approval it needs based on the amount of money. We receive it in what we believe to be pristine order"

and ready for payment.”

Alderman Wilson: “Okay thank you. Thank you for that reminder. Um City Treasurer Tarka. Um because there is a process. Do we have anybody from Purchasing or Requisitions or anybody from there here. I did send an email asking for everybody to be here. Because I want to know what they were looking at to send that down to the Treasurer’s Department.”

Alderman Tillman: “Can I just ask you a question just so I; maybe something is in error I don’t know. Are you representing that you did cash any checks from Calumet City on behalf of KSM this year 2026.

IT Manager Kevin Martin: “Yeah.”

Alderman Wilson: “So somebody is using your name. Or using this name.”

IT Manager Kevin Martin: “I have to look into my records, I didn’t bring any records with me for this, but I will look at my records and get back to you guys.”

Alderman Wilson: “Mayor is there anybody here that puts in requisitions anybody in this council chambers anybody from Purchasing.”

Mayor Jones: “Theres no one here Alderman, what I would suggest is submit the questions to them and submit them in writing.”

Alderman Wilson: “I would ask that we start the process of recouping this \$27,000.00.”

Alderman Nelson: “I agree.”

Mayor Jones: “In all fairness before you start a process of recouping allow a person to answer those questions because if this was the prior contract and we’re paying off a prior contract; then if that’s the case you need to state that and state that in writing

Alderman Wilson: “But there was no contract, when we denied extending a contract to KSM.”

Mayor Jones: “Well if the invoices are from a prior contract.”

Alderman Wilson: “No because remember Alderwoman Harvey asked for the invoices we had a meeting that following week, it was days away and KSM brought us those invoices. And we said okay. There

were payments from a Pay pal that went to KSM we were assured that was it and we were fine with it, make sure he gets whatever is due to pay. We went through the invoices because there were two people two employees listed the sum was \$9,000.00. Mayor, this does not look good."

Mayor Jones: "Well all I have to say Alderwoman, is please state for the record what your questions are and we will answer those questions."

Alderman Wilson: "I don't have any questions the facts that I have is Mr. Martin just said it, that we did not extend a contract and he is stating that we did not pay him to do any work for Calumet City for KSM. So we should not have paid out KSM nothing should have been processed sent to our finance department, put our Treasurer in that predicament to send out stuff, like he said he felt was in order because by the time it gets to him its signed off on. So now we need to figure out who signed off on it and how we can recoup this \$27,685.08 that we did not approve."

Mayor Jones: "So for the record your questions are about the \$27,000.00, the possibility to recoup.

Alderman Wilson: "And, now I'm concerned for him because if he didn't receive it somebody received it.

Mayor Jones: "So, going through the questions, the questions are about the recouping , the second question is was it from a prior contract invoices which you came before the council and said that was a final payment that we made at the council meeting. So, lets get a copy of the invoice numbers, lets get a copy of who approved the invoices and also lets get a copy of the amounts.

Alderman Nelson: "May I be recognized."

Mayor Jones: "Alderwoman."

Alderman Nelson: "Alderwoman Wilson do we get this every month in our bill listing.

Alderman Wilson: "We would get a bill list, now was this on there I cannot say that it was because I don't recall.

Alderman Nelson: "I don't recall either and then my question would be to the Treasurer's department; the department was apart of the meeting when he gave us the invoices and we discussed it when we had our last meeting with KSM. We spoke that we were done with the contract after we agreed to pay those last payments. How does this get past you, how

does this get past your department. I get that it comes from purchasing first but if you're in on the same meetings where you hearing we are having issues putting stop to this. Why is it not being stopped when it gets to you like a red flag.

Treasurer Tarka: "By the time it gets to us or to my employee, union employee, line employee, its gone through all the approvals it should have, been processed and it should be in pristine order in order for us to pay. So, I mean you've seen the bill listing, you've seen a 100 different items on the bill listing I can't expect any line employee to discern whether this is a payment from a private contract or anything of that nature because that's not our position downstairs. Once we receive it, its gone through the orderly process, gone through and jumped through all the hoops necessary and our role is to make that payment."

Alderman Nelson: "You said line employee, I'm a line employee and I'm very qualified to do my job. So, if anything that person should be qualified to do their job. I understand the process of coming from upstairs but there should be some checks and balances we as this is not a contract; and not just with KSM with all of the other payments that were made that we're not aware of because it's under that \$5,000.00 threshold."

Treasurer Tarka: "You get them on the bill listing every council meeting."

Mayor Jones: "So Alderwoman you can't (Interrupted)"

Alderman Nelson: "I'm going to end it here, see that's what I mean by that Waste, Fraud, and Abuse. We've sat here and we've told this gentleman that we do not want his company anymore. "No disrespect we've shared with you and this entire city council and still yet again his company is getting paid he might not be cashing the checks but again it's his business so again you disregard what we've asked. It may be only \$27,000.00 Alderwoman right now but that's \$27, 000.00 that we could have used for the city. That's all I have."

Mayor Jones: "Thank you Alderwoman."

City Clerk Figs: "I just want to clarify for the record because we didn't get a response you said that you have not cashed any checks because I need to put that in the record So you have not cashed any checks in 2026 from KSM."

IT Manager Kevin Martin: "Correct."

Alderman Tillman: "Has any employees cashed any checks, just to be clear."

IT Manager Kevin Martin: "I do have an employee, but KSM is not servicing the city."

Alderman Tillman: "Has KSM cashed checks from Calumet City do you know?"

Alderman Tillman: "No. Or you don't know."

Kevin Martin: "No, I haven't."

Mayor Jones: "In all fairness I would suggest before you answer any questions emphatically that you get an opportunity to check the records because these questions being asked in open session from you so please make sure you understand what's being asked of you. The record will reflect your comment. So, for the record get a copy of what's being asked of you. Tonight the city council is asking for recoupment, invoices regarding this \$27,000.00, and they are asking for who signed for it."

Alderman Nelson: "May I be recognized we're not asking for receipts, we want for \$27,000.00 back."

Mayor Jones: "Alderwoman I said that."

Alderman Nelson: "Well you also said receipts, we don't need your receipts."

Mayor Jones: "I didn't say receipts."

Alderman Nelson: "Well invoices I'm sorry, same thing."

City Clerk Figgs: "So, the answer kind of changed and I want to make sure I'm fair in the recording because sometimes I am questioned by Alderpersons outside of the meetings just as they questioned the Treasurer. So, the Treasurer and I have to be (asked to turn on mic) So, I just want to make sure because Alderman Tillman just asked a question as to whether you received it or not, whether your employees received it or not so for the record I need to understand what your answer is clearly on receiving the funds."

IT Manager Kevin Martin "Let me check my records cause I didn't bring any with me let me check what's going to see what's going on."

Attorney
Michael Kasper
Discussion

Alderman Wilson inquired about the total amount Attorney Michael Kasper has been paid over the years and what Attorney Kasper has does for the over \$800,000.00 dollars.

Mayor Jones stated Attorney Kasper works with the EPA and Federal lawsuits.

Sean Howard
Discussion

Alderman Wilson inquired about Sean Howard scope of work for the amount of money Sean Howard is being paid.

Alderman Gardner questioned the \$6,100.00 Sean Howard is being paid and how we got to a salary of \$6,100.00.

Mayor Jones stated that the council voted to pay Sean Howard \$6,100.00 and he will pull the minutes and the motion for the council.

Police Chief Kolosh stated that Sean Howard has been a great help to the Police department.

Vehicle Usage
Policy Discussion

Alderman Wilson requested a list of all the city owned vehicles and the drivers. Alderman Wilson also requested that the Vehicle Usage Ordinance be enforced.

Agenda Creation
Discussion

There was a brief discussion regarding possible action concerning an ordinance amending Section 2-331(a)(4) of the Municipal Code of the City of Calumet City to expressly provide that the City Clerk and Office of the City Clerk shall have the exclusive and non-delegable authority to receive the official agendas for all regular, special meetings, and committee of the whole meetings of the City Council, City Council Committees, and any other public meetings of the city required by law to have a posted agenda; and to prohibit the unauthorized preparation, alteration, removal, substitution, finalization, or posting of an official City agenda by any other elected or appointed official, department head, administrator, employee, contractor, agent, or other person acting on behalf of the city, except as otherwise expressly provided by law.

Electronic
Communications
Discussion

There was a brief explanation from Alderman Wilson, Alderman Nelson and City Clerk Figgs regarding what's happening with their electronic communications that does not allow them to utilize their devices properly to be able to assist the residents.

Direct Legislative
Counsel and
Corporate Counsel
To Draft an
Amended
Ordinance
Regarding Agenda
Creation and
Draft an Ordinance
Regarding

Alderman Wilson moved, seconded by Alderman Nelson to direct Legislative Counsel and Corporate Counsel to draft an amended Ordinance of Section 2-331(a)(4) of the Municipal Code of the City of Calumet City to expressly provide that the City Clerk and Office of the City Clerk shall have the exclusive and non-delegable authority to receive the official agendas for all regular, special meetings, and committee of the whole meetings of the City Council, City Council Committees, and any other public meeting of the City required by law to have a posted agenda; and to prohibit the unauthorized preparation, alteration, removal, substitution, finalization, or posting of an official City agenda by any other

Electronic
Communication

elected or appointed official, department head, administrator, employee, contractor, agent, or other person acting on behalf of the city, except as otherwise expressly provided by law. Also, direct Legislative Counsel and Corporation Counsel to Draft an Ordinance establishing protections for official electronic communications of elected City officials, including alderpersons, the City Clerk, and the City Treasurer; prohibiting the Mayor, Mayor's Office, Information Technology personnel, department heads, employees, contractors, or other City agents from intentionally blocking, filtering, redirecting, suppressing, intercepting, disabling, delaying, deleting, or otherwise interfering with incoming or outgoing official email communications necessity; requiring prompt notice to the affected elected official of any restriction placed upon the official's City email account or communications; establishing safeguards for independent access, preservation, retention, and delivery of official electronic communications; and providing appropriate exceptions for uniformly applied cybersecurity protections, legal requirements, court orders, and documented threats to City information systems.

ROLL CALL

AYES:	7	ALDERMEN:	Harvey, Wilson, Tillman, Williams, Gardner, Nelson, Phillips
NAYS:	0	ALDERMEN:	None
ABSENT:	0	ALDERMAN:	None

MOTION CARRIED

Ordinance
Amendment Titles
Discussion

Alderman Tillman inquired about the decision to change title and when was that decision made.

Alderman Wilson responded that Alderman Tillman had left the meeting and missed that part. Alderman Wilson stated that previously the Administrator was referred to as the Chief of Staff and since the Clerk has gotten her duty's back the title would need to be changed back to the Chief of Staff, also the Personnel Director title should be updated too the HR Manager.

Alderman Tillman stated that he needs to do his own research.

Alderman Gardner stated for the record "I'm saying yes, I'll render a decision once we receive the Ordinances from the attorneys."

Direct Legislative Counsel and Corporation Counsel To Draft an Ordinance Amending Titles Alderman Wilson moved, seconded by Alderman Nelson to direct Legislative Counsel and Corporate Counsel to prepare all necessary ordinances and amendments to the City's Salary Ordinance, Municipal Code, appropriation ordinances, personnel classifications, and any other applicable City ordinances, resolutions, policies, or records to change and conform the following position titles: (1) "City Administrator" to "Chief of Staff"; and (2) "Personnel Director" to "Human Resources Manager"; to eliminate obsolete, inconsistent, or conflicting position titles; and to provide that such title changes shall not create additional positions, increase compensation, or expand the powers or duties of the positions unless separately authorized by the City Council.

ROLL CALL

AYES:	4	ALDERMEN:	Wilson, Gardner, Nelson, Phillips
NAYS:	3	ALDERMEN:	Harvey, Tillman, Williams
ABSENT:	0	ALDERMAN:	None

MOTION CARRIED

Special Counsel Discussion There was a brief discussion regarding enforcement of policy, procedures, and Ordinances that the Council passes?

Mayor Jones inquired for the record if the Special Counsel motion was created by Legislative Counsel.

Alderman Wilson stated that she created the motion.

Direct Legislative Counsel and Corporate Counsel To Appoint Special Counsel Alderman Wilson moved, seconded by Alderman Gardner to approve the appointment and retention of independent special counsel to represent the City of Calumet City, City Council, Office of the City Clerk, and/or City Clerk, as legally appropriate and as authorized by the City Council, in connection with alleged violations of Section 2-331 of the Municipal Code of the City of Calumet City and alleged interference with, obstruction of, or impairment of the elected City Clerk's lawful, exclusive, and non-delegable powers and duties; and otherwise pursue appropriate legal action against Mayor Thaddeus Jones and any other appropriate individual, elected or appointed official, employee, agent, governmental entity, or other party as determined by independent special counsel, including determining the appropriate plaintiffs, defendants, claims, causes of action, and requests for declaratory, injunctive, mandamus, or other relief available at law or in equity.

Appointing of Special Counsel Discussion Alderman Williams stated for the record that we already have legislative counsel, and I think with the lawyers we already have they can work together and figure out how to get this done without hiring another lawyer. It's just my opinion.

Alderman Wilson responded that Ancel Glink already sued the sitting Clerk so they can't litigate the matter.

Alderman Gardner stated the council has asked over and over to allow the Clerk to be restored in her entirety. Alderman Gardner stated on record we're asking tonight that the Clerk be restored in her entirety to all of her duties so we can put this to bed.

Alderman Tillman asked what part of the Clerk's duties have not been restored.

City Clerk Figgs stated that the issues were with the RFP for the Gabage bids but tonight the mayor, has committed to working together so hopefully things will change.

Alderman Tillman stated his position is that the council should not spend resources on this matter at this time.

Withdrawal of
Motion to Appoint
Special Counsel

Alderman Wilson withdrew her motion to appoint and retain independent special counsel to represent the City of Calumet City, City Council, Office of the City Clerk, and/or City Clerk, as legally appropriate and as authorized by the City Council, in connection with alleged violations of Section 2-331 of the Municipal Code of the City of Calumet City and alleged interference with, obstruction of, or impairment of the elected City Clerk's lawful, exclusive, and non-delegable powers and duties; and otherwise pursue appropriate legal action against Mayor Thaddeus Jones and any other appropriate individual, elected or appointed official, employee, agent, governmental entity, or other party as determined by independent special counsel, including determining the appropriate plaintiffs, defendants, claims, causes of action, and requests for declaratory, injunctive, mandamus, or other relief available at law or in equity.

Withdrawal of
Second to Appoint
Special Counsel

Alderman Gardner withdrew his second to appoint and retain independent special counsel to represent the City of Calumet City, City Council, Office of the City Clerk, and/or City Clerk, as legally appropriate and as authorized by the City Council, in connection with alleged violations of Section 2-331 of the Municipal Code of the City of Calumet City and alleged interference with, obstruction of, or impairment of the elected City Clerk's lawful, exclusive, and non-delegable powers and duties; and otherwise pursue appropriate legal action against Mayor Thaddeus Jones and any other appropriate individual, elected or appointed official, employee, agent, governmental entity, or other party as determined by independent special counsel, including determining the appropriate plaintiffs, defendants, claims, causes of action, and requests for declaratory, injunctive, mandamus, or other relief available at law or in equity.

Sean Howard
Discussion

Mayor Jones reported to the council that on May 08, 2025, the council passed a motion to appoint Sean Howard at \$6,100.00 a month.

Approval to
Appoint Special
Counsel

Alderman Tillman moved, seconded by Alderman Wilson to appoint Steve Laducinzky as Special Counsel to represent the city in litigation, including approval of any engagement agreement and compensation regarding Mayor Jones unauthorized, improper, or otherwise noncompliant use of City-issued credit cards.

Special Counsel
Discussion

Mayor Jones stated for the record that the council does not have the authority direct or hire council.

ROLL CALL

AYES:	6	ALDERMEN:	Harvey, Wilson, Tillman, Gardner, Nelson, Phillips
NAYS:	0	ALDERMEN:	None
ABSENT:	0	ALDERMAN:	None
PRESENT:	1	ALDERMAN:	Williams

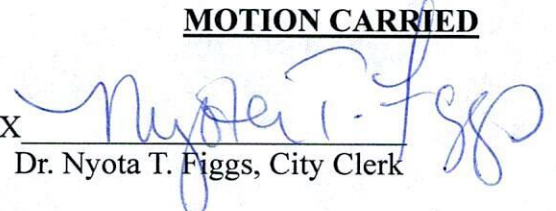
MOTION CARRIED

ADJOURNMENT

Adjournment was at 8:48 p.m., on a motion by Alderman Gardner, seconded by Alderman Harvey.

MOTION CARRIED

X


Dr. Nyota T. Figgs, City Clerk