CITY OF URBANA

CITY OF URBANA
COMMITTEE OF THE WHOLE MEETING

DATE: Monday, November 02, 2026
TIME: 7:00 PM
PLACE: 400 South Vine Street, Urbana, IL 61801

AGENDA

Chair: ***Christopher Evans, Ward 2***

A. Call to Order and Roll Call

B. Approval of Minutes of Previous Meeting

1. **10-19-2026 City Council Meeting Minutes**

2. **10-19-2026 Committee of the Whole Meeting Minutes**

C. Additions to the Agenda

D. Presentations and Public Input

E. Staff Report

F. New Business

1. **Resolution No. 2026-11-060R:** A Resolution Estimating the Tax Levy (Fiscal Year 2026-2027) – Fin

2. **Resolution No. 2026-11-061R:** A Resolution Authorizing Creation and Execution of an Addendum Specific to the Rank of Battalion Chief to the Current Collective Bargaining Agreement with the International Association of Firefighters, Local #1147 (term of November 1, 2026, through June 30, 2028) – HR

3. **Resolution No. 2026-11-062R:** A Resolution Approving an Increase in the Number of Liquor Licenses in the Class A Designation for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street, Urbana, Ill. – Exec

G. Council Input and Communications

H. Adjournment

All City meetings are broadcast on Urbana Public Television and live-streamed on the web. Details on how to watch are found on the UPTV webpage located at https://www.urbanail.gov/executive-department/page/urbana-public-television.

PUBLIC INPUT

The City of Urbana welcomes Public Input during open meetings of the City Council, the City Council's Committee of the Whole, City Boards and Commissions, and other City-sponsored meetings. Our goal is to foster respect for the meeting process, and respect for all people participating as members of the public body, city staff, and the general public. The City is required to conduct all business during public meetings. The presiding officer is responsible for conducting those meetings in an orderly and efficient manner. Public Input will be taken in the following ways:

Email Input
Public comments must be received prior to the closing of the meeting record (at the time of adjournment unless otherwise noted) at the following: citycouncil@urbanail.gov. The subject line of the email must include the words "PUBLIC INPUT" and the meeting date. Your email will be sent to all City Council members, the Mayor, City Administrator, and City Clerk. Emailed public comments labeled as such will be incorporated into the public meeting record, with personal identifying information redacted. Copies of emails will be posted after the meeting minutes have been approved.

Written Input
Any member of the public may submit their comments addressed to the members of the public body in writing. If a person wishes their written comments to be included in the record of Public Input for the meeting, the writing should so state. Written comments must be received prior to the closing of the meeting record (at the time of adjournment unless otherwise noted).

Verbal Input
Protocol for Public Input is one of respect for the process of addressing the business of the City. Obscene or profane language, or other conduct that threatens to impede the orderly progress of the business conducted at the meeting is unacceptable.

Public comment shall be limited to no more than five (5) minutes per person. The Public Input portion of the meeting shall total no more than two (2) hours, unless otherwise shortened or extended by majority vote of the public body members present. The presiding officer or the city clerk or their designee, shall monitor each speaker's use of time and shall notify the speaker when the allotted time has expired. A person may participate and provide Public Input once during a meeting and may not cede time to another person, or split their time if Public Input is held at two (2) or more different times during a meeting. The presiding officer may give priority to those persons who indicate they wish to speak on an agenda item upon which a vote will be taken.

The presiding officer or public body members shall not enter into a dialogue with citizens. Questions from the public body members shall be for clarification purposes only. Public Input shall not be used as a time for problem solving or reacting to comments made but, rather, for hearing citizens for informational purposes only.

In order to maintain the efficient and orderly conduct and progress of the public meeting, the presiding officer of the meeting shall have the authority to raise a point of order and provide a verbal warning to a speaker who engages in the conduct or behavior proscribed under "Verbal Input". Any member of the public body participating in the meeting may also raise a point of order with the presiding officer and request that they provide a verbal warning to a speaker. If the speaker refuses to cease such conduct or

behavior after being warned by the presiding officer, the presiding officer shall have the authority to mute the speaker's microphone and/or video presence at the meeting. The presiding officer will inform the speaker that they may send the remainder of their remarks via e-mail to the public body for inclusion in the meeting record.

Accommodation

If an accommodation is needed to participate in a City meeting, please contact the City Clerk's Office at least 48 hours in advance so that special arrangements can be made using one of the following methods:

- Phone: 217.384.2366
- Email: CityClerk@urbanail.gov

CITY OF URBANA

City of Urbana
400 S. Vine Street, Urbana, IL 61801
www.urbanaillinois.us

MEMORANDUM TO THE MAYOR AND CITY COUNCIL

Meeting: November 2, 2026, Committee of the Whole
Subject: A Resolution Estimating the Tax Levy

Summary

Action Requested

Forward this resolution establishing an estimated property tax levy of $13,666,663 for 2026 for approval at the City Council Meeting on November 9.

Brief Background

The first step in the property tax levy process is approval of an estimated tax levy, which establishes the total amount of taxes the City Council plans to levy. The estimated levy is used to determine whether the City is required to provide public notice and hold a public hearing prior to approving the final tax levy. The City Council must approve an estimated levy at least 20 days prior to adoption of the final levy. The recommended estimated levy is $13,666,663, which is an increase of 15.22% over the 2025 extended levy. The City is required to provide notice and hold a public hearing because the increase is 5% or more. After abatements, this levy will maintain the current $1.3499 City property tax rate.

Relationship to City Services and Priorities

Impact on Core Services

The City levies taxes for "corporate purposes" (the General Operating Fund), the Library, and Police and Fire pensions. The levies for specific purposes are approved by the City Council when the final tax levy Ordinance is approved.

Strategic Goals & Plans

Property tax revenues may be used to support a variety of City services, including those related to Mayor & City Council goals.

Previous Council Actions

The City Council approves a property tax levy annually. Since the 2018 tax levy, the City tax rate has generally been maintained at $1.3499 per $100 of EAV.

The City Council approved updated Financial Policies related to tax levies for police and fire pensions on June 1, 2026 (2026-05-020R). In the current Financial Policy, all unfunded liability prior to 2026 will continue to be 100% funded by 2038. Beginning with the 2026 Tax Levy, new unfunded liability will be paid off over its own 15-year period, rather than being amortized over the

same period as the existing liability, creating different "layers" of unfunded liability. This funding approach has the impact of mitigating volatility in future contributions, as there is a slightly longer recognition period for any new sources of unfunded liability that arise.

Discussion

Additional Background Information

Levies for Police and Fire Pension Funds are based on the funding plan approved by the City Council in the City's Financial Policies. The benefits are dictated by State statute, and the current funding policy reflects a balanced approach to covering the City's long-term pension obligations while avoiding higher costs that could arise from failing to address unfunded liabilities and affect the City's ability to provide services in the long-term. Pursuant to State law, 8.12% of the total funding requirement will be met by using personal property replacement tax (PPRT) revenues. The total funding requirements and portions from PPRT are detailed below. These figures are based on draft actuarial reports, which depend upon preliminary financial statements. Any changes in the financial statements prior to completion of the audit could result in changes to the funding requirements, which would be reflected in the final tax levy Ordinance provided to the City Council.

	Police Pension Fund	**Fire Pension Fund**
Funding requirement per policy	$3,056,217	$1,679,122
PPRT portion (8.12%)	($248,165)	($136,345)
Levy amount for 2025	$2,808,052	$1,542,777

For the Library, the Mayor recommends a levy of $5,113,810, which is an increase of about 3.31% over the 2025 tax levy. Property tax revenue is responsible for the majority of recurring revenues for the Library General Fund. This increase is needed to allow the Library to maintain current services, based upon the FY2027 budget, which was prepared following the same guidance provided to City departments.

Remaining revenues generated by property taxes would be allocated to the General Operating Fund, where they would be used to pay for basic City services, such as police and fire protection, and public works services. The recommended levy for corporate purposes is $4,202,023. This is an increase of about 58.57% from the 2025 extended tax levy. When the final levy is extended, this component of the levy will be reduced to achieve the desired tax rate of $1.3499, so the final levy will be lower.

Staff will use a preliminary estimate of the EAV based upon the County assessor's preliminary abstract of assessments, which does not include any reductions that may be made by the Board of Review or any equalization factor applied by the State of Illinois. The estimate is $1,012,420,381. This EAV would be an increase of 15.22% from the EAV upon which the extended levy for 2025 was based.

Staff will also prepare an Ordinance authorizing the County Clerk to abate (reduce) the tax levy to maintain the current tax rate based on the final EAV (which is not known when the City Council

approves the levy). This Ordinance, which will be presented with the final tax levy, will direct the County Clerk to abate the corporate purpose levy to produce a final tax rate of $1.3499. This allows the City to maximize property tax revenue at the current tax rate.

A levy for debt service was approved when bonds were issued in 2025 for the construction of two fire stations and the Hotel Royer. The levy for fire stations in the amount of $1,250,000 will be fully abated and the debt service will be paid from the Capital Improvement Fund. The levy for the Hotel Royer bonds in the amount of $825,000 will be fully abated and the debt service will be paid from revenues generated by the hotel in the General Fund and from Central TIF.

All general obligation debt (GO) is backed by the City's taxing authority, and the County Clerk is directed to levy for debt service when the bonds are issued. Since GO debt has a lower cost of borrowing due to the lower risk, GO debt is often used for financing, even when another source of funds will be used to pay the debt service. This results in a need to abate the debt service payments annually.

Operations Impact
The property tax levy will help to maintain a variety of City services, including public safety, public works, and library services.

Policy or Statutory Impacts
None. The proposed property tax levy is consistent with City Financial Policies and Illinois law.

Fiscal and Budget Impact
Assuming assessments are reduced by 3% prior to extension of the tax levy, this levy is likely to result in an increase of about $1.1 Million in revenue available for basic City services compared to FY2026. However, this could vary considerably. This will be factored into the updated financial forecast used for determining strategy for the budget for FY2028. The City will be continuing the path toward fully funding Police and Fire pensions, consistent with the City's current policy on pension funding.

Community Impact
The property tax levy supports a variety of services on which our residents depend. The Mayor recommends a tax rate for this year's levy of $1.3499, which is the current City of Urbana tax rate. While the City's portion of the total tax levy is only about 13.3% of the total, this is important in trying to achieve a tax rate competitive with neighboring communities and can affect property values and economic development opportunities.

At this rate, City property taxes for an owner-occupied home are estimated as follows –

Property Value	City Property Tax at $1.3499*
$100,000	$369
$150,000	$594
$200,000	$819
$250,000	$1,044

*City property tax = EAV (property value / 3), less owner-occupied exemption ($6,000), divided by $100, multiplied by tax rate

Recommendation

Forward this resolution establishing the estimated property tax levy for 2026 for approval at the City Council Meeting on November 9.

Next Steps

The process for levying property taxes is summarized in the following table. This process is dictated by State statute.

Item	Date	Requirements
Estimated Levy – Committee	November 2, 2026	
Estimated Levy – City Council	November 9, 2026	Must be approved at least 20 days prior to final levy approval. (This is 21 days.)
Publish Truth in Taxation Notice	November 13, 2026	Required if the estimated levy is more than 105% of the previous year's extended levy. Must be advertised 7 – 14 days prior to the public hearing, if required. (This is 9 days.)
Public Hearing	November 23, 2026	Required if the estimated levy is more than 105% of the previous year's extended levy. Must be held before the levy is adopted by the City Council.
Final Tax Levy & Abatements – City Council	December 7, 2026	Must be adopted in time to meet filing deadline below.
City Clerk Files Levy with County by	December 22, 2026	Must be filed by 4th Tuesday in December.

Because the City Council will have already reviewed the proposed tax levy in November, staff will place the final tax levy on the regular City Council agenda for December 7, without an additional committee meeting.

Attachments

1. A Resolution Estimating the Tax Levy (Fiscal Year 2026-2027)

Originated by: Kris Francisco, Finance Manager
Reviewed: Jennifer Johnson, Temporary Professional Financial Support
Approved: Darius L. White, City Administrator

RESOLUTION NO. _____

A RESOLUTION ESTIMATING THE TAX LEVY

(Fiscal Year 2026-2027)

WHEREAS, Section 18-60 of the Truth in Taxation Law, 35 ILCS 200/18-60, requires the corporate authority of each taxing district, not less than 20 days prior to the adoption of its aggregate tax levy, to estimate the amounts of money necessary to be raised by taxation for that year upon the taxable property in its district; and

WHEREAS, Section 18-70 of the Truth in Taxation Law, 35 ILCS 200/18-70, requires the corporate authority of each taxing district to give public notice of and hold a public hearing on its intent to adopt an aggregate tax levy, if the estimated amounts to be levied exceed 105% of the property taxes extended or estimated to be extended, including any amount abated prior to such extension, upon the levy of the preceding year.

NOW, THEREFORE, BE IT RESOLVED by the City Council, of the City of Urbana, Illinois, as follows:

Section 1.

The amounts of money, exclusive of election costs, estimated and proposed to be levied for fiscal year 2026 - 2027 upon the taxable property in the City of Urbana is $13,666,663.

Section 2.

The aggregate amount of property taxes for the City of Urbana, extended or estimated to be extended, including any amount abated by the corporate authority prior to such extension, upon the levy of the preceding fiscal year and exclusive of election costs, was $12,053,950.

Section 3.

The amounts estimated and proposed to be levied in Section 1 of this Resolution are hereby determined to be an increase of 15.22% over the amounts extended or estimated to be extended for the preceding fiscal year.

This Resolution is hereby passed by the affirmative vote, the "ayes" and "nays" being called, of a majority of the corporate authorities (5 of 8 votes) of the City of Urbana, Illinois, at a meeting of said corporate authorities.

PASSED BY THE CITY COUNCIL this _____ day of _____, _____.

AYES:

NAYS:

ABSTENTIONS:

_____
Darcy E. Sandefur, City Clerk

APPROVED BY THE MAYOR this _____ day of _____, _____.

_____
DeShawn B. Williams, Mayor

D

City of Urbana
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MEMORANDUM TO THE MAYOR AND CITY COUNCIL

Meeting: November 2, 2026, Committee of the Whole
Subject: Resolution Authoring Creation and Execution of an Addendum Specific to the Rank of Battalion Chief to the Current Collective Bargaining Agreement with the International Association of Firefighters, Local #1147

Summary

Action Requested

Staff recommends the City Council pass a resolution authorizing the Mayor to execute an addendum to the current collective bargaining agreement (CBA) with the International Association of Firefighters, Local #1147 (IAFF). This addendum will be effective for the period of November 1, 2026, through June 30, 2028, and will address specific terms and condition of employment for the newly recognized union rank of Battalion Chief.

Brief Background

Subsequent to a change in state law, the UFD Battalion Chiefs petitioned through IAFF to be recognized as union members. In February of 2026, the Battalion Chiefs were certified members of the IAFF Local #1147, which also represents Urbana's ranks of Firefighters, Engineers, Lieutenants, and Captains. Subsequent to recognition as union members, it became necessary for the parties to negotitate the terms and conditions of employment for the City's three Battalion Chiefs. The parties met this summer and fall on May 28, July 15, August 17, September 2, and October 2, 2026. Members of the bargaining teams included:

<u>For the Union</u>
Eric Hall, Lead Negotiator
Jerry Marzullo, Attorney
Blake Kuhns, Union President
Michael Jannusch, Union Vice-President
Troy Roberts, Battalion Chief
Austin Upton, Shift Steward
Greg Ray, Shift Steward
Jake Hutchcraft, Union Representative

For the City
Ben Gehrt, Lead Negotiator
Steven Doggett, Fire Chief
Tal Prendergast, Deputy Fire Chief
Kris Francisco, Finance Manager
Michelle Brooks, Labor & Employee Relations Manager

Relationship to City Services and Priorities

Impact on Core Services

There will be no direct impact on core services as a result of this amendment.

Strategic Goals & Plans

The goal is to establish terms and conditions of employment for the newly unionized Battalion Chiefs, including wages and operational matters.

Previous Council Actions.

Council previously authorized execution of a collective bargaining agreement between the City and IAFF for the ranks of Firefighter through Captain for the term of July 1, 2022, and June 30, 2028.

Discussion

The Parties began negotiations in May of 2026. Because this was the first contract to be negotiated for the rank of Battalion Chief (BC), and the position was transitioning from a non-union position to a union position, negotiations were more complex. The Parties agreed that a majority of the existing CBA that controls the terms and conditions of employment for the ranks of Firefighter through Captain should also apply to BCs. This affords operational continuity and consistency. However, there were certain areas that were "carve outs" that dealt specifically with BCs and where their terms and conditions of employment will vary with that of the other unionized ranks. This memo addresses those "carve out" provisions specific to BCs.

1. Appendix B5, Wages. Effective November 1, 2026, BCs shall be paid a base salary that is 10.0% above the base salary for Captains. Effective November 1, 2027, the BCs shall be paid a base salary that is 12.5% above the base salary for Captains.
2. Section 1.1, Recognition. The BCs are now added to the recognition clause of the CBA, meaning that the Union is their sole and exclusive bargaining agent.
3. Section 5.2, Procedure. In the grievance process, BCs may deny grievances, but do not have authority to grant "pre-grievances" without prior approval of the Fire Chief or Deputy Chief.
4. Section 6.2, Normal Work Day and Work Schedule. The work schedule for BCs will average 56 hours per week through June 30, 2027, when it will convert to 55.08 hours. BCs may also be required to attend regularly scheduled staff meetings.

5. Section 6.4, Overtime Compensation. BCs will remain salaried, exempt employees with limited ability to accrue overtime for mandatory meetings, callback emergencies for confirmed working fires and major incidents, hold-over hours due to a late call for service, and time for being called in to work while on on-call duty.
6. Section 10.2, Vacation Scheduling. BCs shall not count in any "time off slot" for other ranks and shall remain in their own dedicated BC slot. BCs may schedule vacation time in two-hour increments.
7. Section 13.1, Clothing Allowance. BCs will receive initial issues of uniforms upon promotion.
8. Appendix D, Educational Incentive Pay. Effective July 1, 2027, BCs shall be eligible for the same educational incentive pay currently offered to the other union ranks.
9. Section 6.11, Fire Chief On-Call Coverage. This speaks to the terms and conditions of on-call duty of BCs to afford coverage in the absence of the Chief or Deputy Chief.
10. Section 14.3, Battalion Chiefs are not included as a part of minimum staffing.
11. Section 15.5, Battalion Chief Duties. This provision details the parameters in place to afford BCs the ability to remain as command staff to effectively supervise their fellow union members, and to be provided access to confidential information by management that would not be appropriately shared with the Union as a whole.

The term of this agreement will expire when the current CBA for the other bargaining ranks expires. While provisions specific to BCs may be negotiated in separate sessions than those of the other ranks, negotiating the entirety of the contract in the same cycle will ensure consistency operationally and financial equity amongst the ranks.

Fiscal Impact

The total cost of the new terms negotiated over the life of the 21-month contract is $32,959.23. Because most financial provisions take effect next fiscal year and wage increases for BCs were built into this FY's budget, no amendment to the budget will be required.

Recommendation

Staff recommends the City Council approve the tentatively agreed to Battalion Chief Addendum and authorize the Mayor to execute same.

Attachments

1. Drafts of resolution
2. Summary of Battalion Chief Addendum Terms

Originated by: Michelle Brooks, Labor and Employee Relations Manager
Reviewed: Steven Doggett, Chief, Urbana Fire Department
Approved: Darius L. White, City Administrator

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING CREATION AND EXECUTION OF AN ADDENDUM SPECIFIC TO THE RANK OF BATTALION CHIEF TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL #1147

(Term of November 1, 2026, through June 30, 2028)

WHEREAS, the duly authorized representatives of the City of Urbana in good faith have negotiated a twenty-month collective bargaining agreement ("Agreement") with the International Association of Fire Fighters ("IAFF"), Local #1147, concerning wages, hours, terms, and other conditions of employment for the term of November 1, 2026, through June 30, 2028; and

WHEREAS, the Agreement has been lawfully and properly ratified by the membership of IAFF, Local #1147; and

WHEREAS, the City Council finds that the best interests of the City are served by executing the Agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF URBANA, ILLINOIS, as follows:

Section 1.

The terms of the addendum negotiated between the City of Urbana and the International Association of Fire Fighters, Local #1147, as attached hereto shall be incorporated into the full collective bargaining agreement at the appropriate and referenced sections, are hereby authorized and approved.

Section 2.

The Mayor of the City of Urbana, Illinois, be and the same is hereby authorized to execute and deliver, and the City Clerk of the City of Urbana, Illinois, be and the same is authorized to attest to, said execution of said Addendum to the collective bargaining agreement as so authorized and approved for and on behalf of the City of Urbana, Illinois.

PASSED BY THE CITY COUNCIL this _____ day of _____, 2026.

AYES:

NAYS:

ABSTENTIONS:

_____
Darcy E. Sandefur, City Clerk

APPROVED BY THE MAYOR this _____ day of _____, 2026.

_____
DeShawn B. Williams, Mayor

City of Urbana and IAFF Local 1147
Battalion Chief Addendum

I. Incorporation of Articles.

The parties incorporate the following articles and sections of the bargaining agreement between the City of Urbana and the Firefighters' and Lieutenants' bargaining unit as if fully set forth herein:

1. Agreement
2. Section 1.2, Non-Discrimination
3. Article 2, Deduction of Union Dues
4. Article 3, Management Rights
5. Article 4, No Strike and No Lockout
6. Article 5, Grievance Procedure, as to the following sections:
    a. 5.1, Definition
    b. 5.2, Procedure:
        i. Step 2
        ii. Step 3
    c. 5.3, Arbitration
    d. 5.4, Authority of Arbitrator
    e. 5.5, Expenses of Arbitration
    f. 5.6, Failure to Meet Time Limits for Filing
    g. 5.7, Discharge and Disciplinary Grievances
7. Article 6, Hours of Work, as to the following sections:
    a. 6.1, Application

b. 6.3, Specialty Training Flex Schedule

c. 6.8, No Pyramading

d. 6.9, Night Training

e. 6.10, Kelly Days, except that as applied to the Battalion Chiefs, there shall be no Kelly Days up to and including June 30, 2027. Section 6.6, Kelly Days, shall apply to Battalion Chiefs beginning July 1, 2027.

8. Article 7, Seniority

9. Article 8, Wages, as to contract language only, and except that as applied to Battalion Chiefs, there shall be no Specialty Pay under Section 8.3 of the agreement up to and including June 30, 2027. Section 8.3, Specialty Pay, shall apply to Battalion Chiefs beginning July 1, 2027. Salary schedules to be included as Appendix B5, as set forth in Section III of this Addendum.

10. Article 9, Holidays

11. Article 10, Vacations, except Section 10.2

12. Article 11, Leaves of Absence

13. Article 12, Insurance

14. Sections 13.2-13.3

15. Article 14, Safety and Health

16. Sections 15.1-15.4, Duties

17. Article 16, Discipline, Rules, and Regulations

18. Article 17, General Provisions

19. Article 18, Savings Clause

20. Article 19, Entire Agreement

21. Article 20, Term of Agreement

22. Appendix A-B, except for new Appendix B5 as proposed below

23. Appendix C, Longevity.

24. Appendix E-G

II. Modification of Existing Articles.

The parties agree to modify the following articles and sections in both the existing Firefighter Agreement and in this Battalion Chief Addendum:

1. Section 1.1, Recognition and Appropriate Bargaining Unit.

> Section 1.1 Recognition and Appropriate Bargaining Unit
> The City recognizes the Union as the sole and exclusive bargaining agent for the appropriate bargaining unit consisting of all full-time uniformed Fire Department personnel, including Firefighters, Engineers, Lieutenants, ~~and~~ Captains, **and Battalion Chiefs** but excluding the Fire Chief, Deputy Chief, ~~**Battalion Chiefs,**~~ Fire Marshal, Public Education and Prevention Officer, administrative support staff, and clerical employees, for the purpose of negotiating in accordance with the provisions of this Agreement, a written Agreement covering wages, hours of labor, and conditions of employment.

2. Section 5.2, Procedure, including Step 1:

> Pre-grievance meeting: No grievance shall be entertained or processed unless it is submitted within five (5) business days after the pre-grievance meeting. Within five (5) business days of an alleged violation of the contract, or within five (5) business days after the employee through the use of reasonable diligence should have obtained knowledge of the occurrence of the event giving rise to the grievance and prior to initiating Step 1 by the filing of a grievance, the Union and the grievant shall meet with the Fire Chief or the Chief's designee to discuss the potential grievance. The discussion shall include the facts and events in the context of the specific contract provisions, and why the Union believes the challenged interpretation or application violates the contract. **Battalion Chiefs may deny pre-grievances but shall have no authority to grant pre-grievances unless they first discuss the matter with a Deputy Fire Chief and the Deputy Fire Chief or their designee agrees with the recommendation to grant the pre-grievance.**
>
> Step 1: No grievance shall be entertained or processed unless it is submitted within five (5) business days after the pre-grievance meeting. Any employee covered by this agreement who has a

grievance shall submit it to the ~~supervisor who is designated for that purpose by the City~~ **Deputy Chief or the Chief's representative**, provided that said grievance shall be in writing on the standard grievance form and signed by both the aggrieved employee and the appropriate Union Representative. The ~~supervisor~~ **Deputy Chief or the Chief's representative** shall give the ~~supervisor's~~ **City's** written answer within five (5) business days after such presentation….

3. Section 6.2, Normal Work Day and Work Schedule

For personnel in the Fire Department assigned to 24 hour duty shifts, the normal work day and work schedule shall be twenty-four (24) hours on duty immediately followed by forty-eight (48) hours off duty. **For Firefighters, Engineers, Lieutenants and Captains, the work schedule will average** ~~and will consist of~~ a 55.08 hour work week. **For Battalion Chiefs, the work schedule will average 56 hours per week up to and including June 30, 2027, and the work schedule will average 55.08 hours beginning July 1, 2027. Battalion Chiefs may also be required to attend regularly scheduled staff meetings.**

For personnel in the Fire Department assigned to a schedule of five (5) consecutive workdays, the normal workday shall consist of eight (8) consecutive hours which may be interrupted by a lunch period; the normal workweek shall consist of forty (40) hours per week.

4. Section 6.4 Overtime Compensation. Maintain current contract language except with the additions below to maintain the Battalion Chiefs' status as exempt employees:

Section 6.4 Overtime Compensation.

The parties recognize the Battalion Chiefs are classified as salaried, exempt employees and their pensionable, base salary is calibrated to account for the absence of overtime pay. Therefore, Battalion Chiefs are not eligible for overtime pay or compensatory time off under any provision of this Agreement, except as follows:

(i) Beginning November 1, 2026, Battalion Chiefs shall receive time-and-one-half (1.5x) overtime pay (not

compensatory time), in addition to their normal salary, for mandatory meetings scheduled during their off-duty hours, with a one-hour minimum;

(ii) Beginning November 1, 2026, Battalion Chiefs shall receive time-and-one-half (1.5x) overtime pay (not compensatory time), in addition to their normal salary, for callbacks for emergencies for confirmed working fires and confirmed major incidents that require additional manpower;

(iii) Beginning November 1, 2026, Battalion Chiefs shall receive time-and-one-half (1.5x) overtime pay (not compensatory time), in addition to their normal salary, for any hours held over due to a late call for service that requires the Battalion Chief to be held over beyond the end of their scheduled shift; and

(iv) Beginning November 1, 2026, Battalion Chiefs shall receive time-and-one-half (1.5x) overtime pay (not compensatory time), in addition to their normal salary, any time a Battalion Chief is called into work from being "on call" as provided in Section 6.11.

The following provisions regarding overtime compensation shall apply only to firefighters, lieutenants, and captains.

(A)(1) Contractual overtime…. [Maintain current contract language for remainder of the section]

5. Section 6.6 Compensatory Option:

   Subject to applicable Federal law, rules, and regulations~~, employees covered by this Agreement~~ **Firefighters, Engineers, Lieutenants, and Captains** shall have the option of receiving….

6. Section 6.7 Exchanging Tours of Duty. Add the following bullet point:

   - …. **Battalion Chief for Battalion Chief**

7. Section 10.2, Vacation Scheduling. Add the following subsections (C) and (J):

(C) The Battalion Chief shall not count in any "time off slot" and shall remain in their own "slot."

(J) Battalion Chiefs may schedule vacation time in two-hour increments.

8. Section 13.1, Clothing Allowance. Add the following language for Battalion Chiefs:

(E) Battalion Chief Initial Issue.

a) **When a Lieutenant is promoted to the rank of Battalion Chief the following items will be ordered immediately: uniform initial issue:**

- **Short sleeve Class "B" Badge Shirt – 4 (white)**
- **Long sleeve Class "B" Badge Shirt – 2 (white)**
- **Polo shirts – 2 (white)**
- **T-Shirts – 6 (white)**
- **Shirt Badge – 1 (gold)**
- **Coat Badge – 1 (gold)**
- **Name Plate – 1 (gold) (name and rank)**
- **Collar Brass – 1 pair (gold)**

b) **When a Captain is promoted to the rank of Battalion Chief the following items will be ordered immediately:**

- **Polo shirts – 2 (white)**
- **T-Shirts – 6 (white)**
- **Shirt Badge – 1 (gold)**
- **Coat Badge – 1 (gold)**
- **Name Plate – 1 (gold) (name and rank)**
- **Collar Brass – 1 pair (gold)**

All members returning from temporary assignments shall return all Battalion Chief initial issue items to department uniform officer.

(F) The City will pay for pay for changes to the employee's Class "A" uniform when promoted to the rank of Engineer, Lieutenant, Captain, **and Battalion Chief**.

(G) Class "A" uniform description.

Firefighters – Silver FD buttons on the coat, nickel buckle, one mylar braid on each coat sleeve silver rank insignia on the front of the cap and pin on collar insignias.

Engineer - Silver FD buttons on the coat, nickel buckle, two mylar braids on each coat sleeve, silver rank insignia on the front of the cap and pin on collar insignias.

Lieutenant – Gold FD buttons on the coat, nickel buckle, one gold mylar braid on each coat sleeve, gold rank insignia on the front of the cap and pin on collar insignias.

Captain – Gold FD buttons on the coat, nickel buckle, two gold mylar braids on each coat sleeve, gold rank insignia on the front of the cap and pin on collar insignias.

Battalion Chief - Gold FD buttons on the coat, nickel buckle, three gold mylar braids on each coat sleeve, gold rank insignia on the front of the cap and pin on collar insignias.

….

(F) Appendix D, Educational Incentive Pay. Add language to specify this benefit applies only to firefighters, engineers, lieutenants, and captains until July 1, 2027, when it will also apply to Battalion Chiefs:

….

Effective July 1, 2007, and annually thereafter, the City shall provide an educational incentive bonus to non-probationary ~~employees~~ **firefighters, engineers, lieutenants, and captains** for successful completion of the following degrees at accredited institutions of higher education. **Beginning July 1, 2027, this benefit shall also apply to Battalion Chiefs**:

….

III. Sections and Articles Unique to the Battalion Chief Addendum.

The parties agree the following articles and sections shall be amended or created solely for the Battalion Chief Addendum. These changes shall not apply to the existing Firefighter Collective Bargaining Agreement:

1. Section 6.11, Fire Chief On-Call Coverage (same as proposed by Union, except no comp time option, make language gender neutral, and clarify that probationary BCs cannot be assigned to be on-call)

    The Battalion Chief shall be considered "on-call" when, at the direction of the Fire Chief or designee, they are required to remain available to respond to emergencies or operational needs outside of their normally scheduled working hours. Probationary Battalion Chiefs shall not be assigned to be on-call.

    1. On-call does not require the Battalion Chief to be in a fixed location, but they must be reached by telephone, mobile radio, or other electronic communication means.

    2. The On-Call Battalion Chief will be provided with a Fire Department Vehicle during the on-call hours.

    a. The on-call Battalion Chief may, at their discretion, keep the fire department vehicle until their next scheduled shift.

    3. Compensation

    a. The minimum compensation for on call shall be two (2) hours of straight-time pay.

    b. If the on-call period is greater than 11 hours, the on-call Battalion chief shall be paid four (4) hours of straight-time pay.

    4. Distribution

    a. Every effort should be made to equally distribute required on call.

2. Section 15.5, Battalion Chief Duties:

    a. Battalion Chiefs shall provide complete and accurate information and, if directed by the City, complete and accurate testimony or evidence

concerning persons under their command and direction. The foregoing shall not limit the right of the Union to file grievances or exercise other rights guaranteed by any collective bargaining agreement between the parties or as may be provided in the Illinois Public Labor Relations Act.

b. Battalion Chiefs shall not divulge confidential information obtained while performing their duties as Battalion Chiefs to any firefighter, lieutenant, engineer, captain, bargaining unit representative, or other person who is not authorized to receive such information.

For purposes of this Section, the following information shall be considered confidential without the need for additional notice from the Employer:

1. Information provided or discussed during staff meetings that is identified as confidential
2. Information obtained during meetings or discussions concerning employee discipline, investigations, or contemplated disciplinary action.

Any other information shall be considered confidential only when the Employer notifies the Battalion Chief that the information is confidential and directs the Battalion Chief not to divulge it.

Nothing in this Section shall prohibit or interfere with the right of Battalion Chiefs to communicate with one another or engage in lawful protected concerted activity. Battalion Chiefs may discuss confidential information among themselves when reasonably necessary for the performance of their duties, representation, or exercise of protected rights.

Except as provided above, confidential information shall not be disclosed to other bargaining unit employees, representatives, or unauthorized persons unless disclosure is authorized by the Employer or otherwise required or protected by law.

c. The parties agree that individuals in the rank of Battalion Chief shall not be part of the bargaining team representing the interests of subordinate ranks at the bargaining table for the indexed portion of the CBA applicable only to those ranks. Battalion Chiefs shall not advise or collaborate with subordinate ranks in matters related to bargaining of the wages or terms and conditions of employment of the ranks subordinate to Battalion Chief. Battalion Chiefs shall not share with subordinate ranks any information Battalion Chiefs receive from

Management related to collective bargaining matters pertaining to the subordinate ranks other than at the expressed direction of the Fire Chief.

The foregoing shall not limit the right of a Battalion Chief to file grievances or exercise other rights which may be contained in any collective bargaining agreement between the parties or as may be provided by the Illinois Public Labor Relations Act.

3. Appendix B5, SALARIES Battalion Chief

Prior to November 1, 2026, there shall be no change in compensation for Battalion Chiefs. Effective November 1, 2026, and prospectively from that date forward, Battalion Chiefs shall be paid a Base Salary that is 10.00% above the Base Salary for Captains. Beginning November 1, 2027, the Battalion Chiefs shall be paid a Base Salary that is 12.50% above the Base Salary for Captains.

The parties recognize and agree the rank differential for Battalion Chiefs is higher than the rank differentials for other ranks in the bargaining unit because of the unique job duties and responsibilities of the Battalion Chiefs, as reflected in Section 15.5, Battalion Chief Duties. Nothing prevents the Union from bargaining for other differentials based on other factors.

BC EMT I			
		Nov. 1, 2026	Nov. 1, 2027
Years of Service	Longevity	Annual	Annual
Base		$107,712.94	$113,465.78
After 6	2%	$109,867.19	$115,735.10
After 8	4%	$112,021.45	$118,004.41
After 10	6%	$114,175.71	$120,273.73
After 12	8%	$116,329.97	$122,543.04
After 14	10%	$118,484.22	$124,812.36
After 16	12%	$120,638.49	$127,081.68
After 18	14%	$122,792.75	$129,350.99
After 20	16%	$124,947.00	$131,620.31
After 25	18%	$127,101.26	$133,889.63

BC Non-EMT I			
		Nov. 1, 2026	Nov. 1, 2027
Years of Service	Longevity	Annual	Annual
Base		$104,575.66	$110,160.96
After 6	2%	$106,667.18	$112,364.17
After 8	4%	$108,758.69	$114,567.39
After 10	6%	$110,850.20	$116,770.61
After 12	8%	$112,941.72	$118,973.84
After 14	10%	$115,033.23	$121,177.05
After 16	12%	$117,124.74	$123,380.27
After 18	14%	$119,216.25	$125,583.49
After 20	16%	$121,307.77	$127,786.70
After 25	18%	$123,399.29	$129,989.93

CITY OF URBANA

City of Urbana
400 S. Vine Street, Urbana, IL 61801
www.UrbanaIL.gov

MEMORANDUM FROM THE OFFICE OF THE MAYOR TO THE URBANA CITY COUNCIL

Meeting: November 2, 2026, Committee of the Whole Meeting
Subject: Increasing the Number of Class A Liquor Licenses for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street

Summary

Action Requested
City Council is asked to approve the attached resolution that would increase the number of Class A liquor licenses in the City of Urbana.

Brief Background
Fernie's High Horse LLC d/b/a Fernie's High Horse has applied for a Class A (Retailer's on-premises) liquor license for their establishment located at 118 South Race Street.

Relationship to City Services and Priorities

Impact on Core Services N/A

Strategic Goals & Plans N/A

Previous Council Actions
In all instances, City staff first reviews the liquor license application. If it receives the Mayor's endorsement, it is then forwarded to the City Council for their final approval to grant the license.

Discussion

Additional Background Information
A Class A license permits the licensee to sell and serve all alcoholic liquor by the drink or in original package form for consumption on-premises only.

It is prohibited to sell, serve, or allow others to sell or serve alcoholic beverages in Urbana without the appropriate license or if the sale or service does not adhere to the requirements of the specific license class and its conditions.

Anyone responsible for a liquor-licensed premises must quickly report any disturbances, violence, or issues on the property to the police. License holders must also keep their premises, surrounding areas, and nearby spaces clean and free of litter. The Local Liquor Commissioner can issue a

notice to address litter, and if it is not fixed within 24 hours, the license could be revoked, or other legal action may be taken.

Recommendation
City Council is asked to approve the Class A liquor license for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street.

Next Steps
If the attached resolution is approved, the Deputy Local Liquor Commissioner will prepare and issue a Class A liquor license for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street, with an expiration date of June 30, 2027.

Attachments
A Resolution Approving an Increase in the Number of Liquor License in the Class A Designation for Fernie's High Horse d/b/a Fernie's High Horse, 118 South Race Street, Urbana, Ill.

Originated by: Mindy Hewkin, Administrative Assistant
Reviewed: Kate Levy, Deputy Local Liquor Commissioner
Approved: Darius L. White, City Administrator

RESOLUTION NO. _____

A RESOLUTION APPROVING AN INCREASE IN THE NUMBER OF LIQUOR LICENSES IN THE CLASS A DESIGNATION FOR FERNIE'S HIGH HORSE LLC D/B/A FERNIE'S HIGH HORSE, 118 SOUTH RACE STREET, URBANA, ILL.

WHEREAS, the City Council has adopted Urbana City Code Section 3-42 to establish limits on the number of liquor licenses issued in the City; and

WHEREAS, Section 3-42(c) of the Urbana City Code provides that a majority of the corporate authorities then elected to office have to approve the creation of a new license; and

WHEREAS, an application for a liquor license in the Class A designation has been submitted to the Local Liquor Commissioner; and

WHEREAS, the City Council finds that the best interests of the City are served by increasing the number of liquor licenses in the Class A designation by one for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street, Urbana, Ill.

NOW, THEREFORE, BE IT RESOLVED by the City Council, of the City of Urbana, Illinois, as follows:

The maximum number of liquor licenses in the Class A designation is hereby increased by one for Fernie's High Horse LLC d/b/a Fernie's High Horse, 118 South Race Street, Urbana, Ill. The schedule of maximum number of authorized licenses for the respective classification maintained by the Local Commissioner shall reflect such increase.

PASSED BY THE CITY COUNCIL this _____ day of _____, 2026.

AYES:

NAYS:

ABSTENTIONS:

Darcy E. Sandefur, City Clerk

APPROVED BY THE MAYOR this _____ day of _____, 2026.

DeShawn B. Williams, Mayor