

#6

CITY OF DIXON

Payment Approval Report
Report dates: 7/1/2013-7/16/2013Page: 1
Jul 12, 2013 04:37PMReport Criteria:
Invoices with totals above \$0 included.
Paid and unpaid invoices included.

Segment DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
REVENUES	622	SHINING STAR	7/2013	FUNDRAISER	07/08/2013	80.00	.00	
Total REVENUES:						80.00	.00	
COUNCIL	262	MASTERCARD	6/2013 #3700	AMAZON-ART STUDIO MANUAL	06/23/2013	8.99	.00	
COUNCIL	262	MASTERCARD	6/2013 #3700	MAMA CIMINOS-TIGER GRANT LUNC	06/23/2013	131.80	.00	
COUNCIL	262	MASTERCARD	6/2013 #3700	IL MUNICIPAL-ML DIRECTORY	06/23/2013	30.00	.00	
COUNCIL	305	OTTOSEN BRITZ KELLY COOPER GI	66095	PROFESSIONAL SERVICES: FOP	06/30/2013	55.50	.00	
COUNCIL	305	OTTOSEN BRITZ KELLY COOPER GI	66096	PROFESSIONAL SERVICES: FIRE	06/30/2013	222.00	.00	
COUNCIL	305	OTTOSEN BRITZ KELLY COOPER GI	66097	PROFESSIONAL SERVICES: IBEW	06/30/2013	536.50	.00	
COUNCIL	345	SAUK VALLEY MEDIA	279129	BID INVITATION	06/20/2013	191.10	.00	
COUNCIL	345	SAUK VALLEY MEDIA	279212	LEGAL NOTICE	06/21/2013	54.60	.00	
COUNCIL	345	SAUK VALLEY MEDIA	280065	SEALED BID NOTICE	07/03/2013	136.50	.00	
COUNCIL	384	TDG COMMUNICATIONS	11478	CORRECT COMPROMISED EMAIL	06/21/2013	270.00	.00	
COUNCIL	422	WARD MURRAY PACE & JOHNSON	123435 RAP	PROFESSIONAL SERVICES RENDERE	07/08/2013	486.00	.00	
COUNCIL	575	BURKE, JAMES	124636	OAK PARK TRIP	06/07/2013	155.18	.00	
Total COUNCIL:						2,277.97	.00	
PUBLIC RELATIONS	262	MASTERCARD	6/2013 #3700	CRYSTAL FOUNTAINS-RIVERFRONT	06/23/2013	361.65	.00	
PUBLIC RELATIONS	604	WINDOW TO THE WORLD COMMUNIC	019979	4 "REAGAN PRESIDENCY" AD SPOTS	06/28/2013	2,075.00	.00	
PUBLIC RELATIONS	605	STAHR DESIGN	7/2013	DISCOVER DIXON PROMO	07/01/2013	100.00	.00	
PUBLIC RELATIONS	609	UNION LEAGUE CLUB OF CHICAGO	6/2013	SPONSOR REAGAN PRESIDENCY EV	06/20/2013	1,500.00	.00	
Total PUBLIC RELATIONS:						4,036.65	.00	
	624	THOMAS DODGE-CHRYSLER JEEP O	7/2013 #201198	2C3CDXAT7DH616996	07/02/2013	24,022.00	.00	
	624	THOMAS DODGE-CHRYSLER JEEP O	7/2013 #201198	2C3CDXAT9DH616997	07/02/2013	24,022.00	.00	
	626	STEINER ELECTRIC COMPANY	S004375527	4 LIGHT POLES-BEAN BLOSSOM LOT	06/25/2013	11,353.17	.00	
Total :						59,397.17	.00	
FINANCE	3	ACE HARDWARE	288088	CABLE/JACK/WALL PLATE	06/20/2013	224.62	.00	
FINANCE	65	CENTURYLINK	6/2013 #9672	MAYOR OFFICE #304029672	06/16/2013	121.98	.00	
FINANCE	75	CIVIC SYSTEMS LLC	CVC10713	SEMI-ANNUAL SUPPOT FEE 7/1/13-1	06/21/2013	6,668.00	.00	
FINANCE	130	DODDS, STEVE	8/2013	NETWORK MAINT. AGREEMENT	07/16/2013	4,590.08	.00	
FINANCE	141	ENTRE COMPUTER SOLUTIONS	79156	ONSITE TECH SUPPORT	06/17/2013	30.00	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
FINANCE		196	I.D.E.S.	6/2013	ACCT #0802413-3	06/15/2013	69.35	.00	
FINANCE		262	MASTERCARD	6/2013 #3700	USP-UPS CHARGES	06/23/2013	31.34	.00	
FINANCE		262	MASTERCARD	6/2013 #3700	DMI DELL-CITY HALL LAPTOP	06/23/2013	763.94	.00	
FINANCE		262	MASTERCARD	6/2013 #3700	OFFICE DEPOT-RETURN PRINTER	06/23/2013	288.99	.00	
FINANCE		405	TTI NATIONAL INC	2008673471306	MAYOR#200867347	06/16/2013	24.34	.00	
FINANCE		417	VERIZON WIRELESS	9706738823	PUBLIC WORKS#480293834	06/16/2013	128.07	.00	
Total FINANCE:							12,382.73	.00	
MEDICAL	FUND EXPENS	603	GUARDIAN	6/2013	BIND LIFE INSURANCE	06/28/2013	9,267.96	.00	
Total MEDICAL FUND EXPENSES:							9,267.96	.00	
FIRE/ POLICE COMMISSI		197	I/O SOLUTIONS	C29655A	NEW HIRE ELIGIBILITY TEST/WRITE	06/25/2013	911.00	.00	
FIRE/ POLICE COMMISSI		305	OTTOSEN BRITZ KELLY COOPER GI	65069	PYS AGILITY TESTING CONSULTATIO	04/30/2013	80.00	.00	
Total FIRE/ POLICE COMMISSION:							991.00	.00	
ADMINISTRATION		80	COM ED	6/2013 #2001	LINCOLN STATUE #2237492001	06/28/2013	13.40	.00	
ADMINISTRATION		80	COM ED	6/2013 #3003	W RIVER #0404033003	06/27/2013	275.28	.00	
ADMINISTRATION		80	COM ED	6/2013 #3071	LINCOLN STATUE #0603133071	06/27/2013	87.28	.00	
ADMINISTRATION		80	COM ED	6/2013 #8113	BLOODY GULCH #0603068113	06/28/2013	27.61	.00	
ADMINISTRATION		80	COM ED	7/2013 #7037	MASTERSTREET #2483157037	07/03/2013	531.63	.00	
ADMINISTRATION		189	HOLM, CHARLES	5/2013	POLYGRAPH EXAMINATION	05/22/2013	200.00	.00	
Total ADMINISTRATION:							1,135.20	.00	
INFORMATION TECHNOL		82	COMCAST CABLE	6/2013 #2219	PUBLIC WORKS #8771103010032219	06/28/2013	175.28	.00	
Total INFORMATION TECHNOLOGY:							175.28	.00	
BUILDING ZONING		65	CENTURYLINK	6/2013 #5726	BUILDING #304025726	06/19/2013	32.15	.00	
BUILDING ZONING		405	TTI NATIONAL INC	2008673431306	BUILDING #200867343	06/16/2013	19.67	.00	
BUILDING ZONING		417	VERIZON WIRELESS	9706738825	BUILDING #480293834	06/18/2013	44.70	.00	
Total BUILDING ZONING:							96.52	.00	
STREETS		177	HAWKEYE TRUCK AND TRAILER	X203001691:01	GEAR/GEAR CORE	06/28/2013	1,290.57	.00	
STREETS		235	KITZMAN'S LTD.	306547	LAP SIDING/2X4X12	06/19/2013	49.42	.00	
STREETS		243	LAWSON PRODUCTS INC	9301754470	NUTS/BOLTS	06/28/2013	350.48	.00	
STREETS		261	MARTIN & COMPANY EXCAVATING	22124	TICKET #57805	06/30/2013	158.22	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
STREETS		261	MARTIN & COMPANY EXCAVATING	22124	TICKET #57773	06/30/2013	323.46	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70994745	SALT	06/19/2013	1,379.53	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70995235	SALT	06/20/2013	2,778.82	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70995650	SALT	06/21/2013	7,011.55	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70996250	SALT	06/24/2013	2,828.21	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70996749	SALT	06/25/2013	1,453.91	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70997226	SALT	06/26/2013	1,434.15	.00	
STREETS		293	NORTH AMERICAN SALT COMPANY	70997700	SALT	06/27/2013	4,135.68	.00	
STREETS		328	RENNER QUARRIES LTD.	39182	TICKET #17781	06/21/2013	67.68	.00	
STREETS		328	RENNER QUARRIES LTD.	39182	TICKET #17766	06/21/2013	65.36	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17829	06/30/2013	66.96	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17834	06/30/2013	66.08	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17833	06/30/2013	61.60	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17831	06/30/2013	83.91	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17836	06/30/2013	69.68	.00	
STREETS		328	RENNER QUARRIES LTD.	39229	TICKET #17832	06/30/2013	66.32	.00	
STREETS		334	ROCK RIVER READY MIX	72243	CHAMBERLIN/OTTAWA	06/07/2013	810.00	.00	
STREETS		334	ROCK RIVER READY MIX	72362	W. SECOND	06/13/2013	270.00	.00	
STREETS		334	ROCK RIVER READY MIX	72638	W FIRST ST-BEAT RAMP	06/28/2013	697.50	.00	
STREETS		370	STANDARD EQUIPMENT CO	C84828	WATER PUMP FOR SWEEPER	06/24/2013	884.00	.00	
STREETS		405	TTI NATIONAL INC	2008673421306	STREET #200867342	06/16/2013	18.82	.00	
STREETS		417	VERIZON WIRELESS	9706738823	STREET #480293834	06/18/2013	48.21	.00	
STREETS		431	WILLETT HOFMANN & ASSOC INC	18776	2013 GENERAL PROJECTS	06/28/2013	1,710.40	.00	
STREETS		454	CONMAT CONSTRUCTION MATERIAL	84030	COLD PATCH #51337	06/06/2013	895.40	.00	
STREETS		541	ZARNOTH BRUSH WORKS INC	0144467-IN	BROOM REFILL/DISPOSABLE GUTTE	06/05/2013	928.00	.00	
STREETS		545	CIVIL CONSTRUCTORS INC	6/2013	FY13 MFT STREET RESURFACING	06/03/2013	36,918.72	.00	
STREETS		574	ADVANCED DRAINAGE SYSTEMS	16066558	40FT PIPE/COUPLER	06/25/2013	147.58	.00	

Total STREETS:

67,070.22 .00

PUBLIC PROPERTY	10	AG VIEW FS INC	612247	GASOHL	07/14/2013	787.32	.00	
PUBLIC PROPERTY	10	AG VIEW FS INC	B0000400658	GASOHL	05/15/2013	846.55	.00	
PUBLIC PROPERTY	10	AG VIEW FS INC	B0000400659	DIESEL	05/15/2013	1,432.02	.00	
PUBLIC PROPERTY	10	AG VIEW FS INC	C0000400171	GASOHL	05/22/2013	1,769.07	.00	
PUBLIC PROPERTY	80	COM ED	6/2013 #0008	S OTTAWA #2321050008	06/27/2013	24.22	.00	
PUBLIC PROPERTY	80	COM ED	6/2013 #8007	S DEMENT #2071436007	06/28/2013	83.16	.00	
PUBLIC PROPERTY	98	CULLIGAN OF DIXON	800340757	SOFTNER SALT FOR PSB	06/30/2013	25.00	.00	
PUBLIC PROPERTY	262	MASTERCARD	6/2013 #3296	MENARDS-MATERIAL FOR CITY HALL	06/23/2013	444.79	.00	
PUBLIC PROPERTY	282	NICOR	6/2013 #0006	503 S MONROE #29896910006	06/20/2013	27.15	.00	
PUBLIC PROPERTY	282	NICOR	6/2013 #10009	621 W SEVENTH #71846910009	06/19/2013	53.07	.00	
PUBLIC PROPERTY	282	NICOR	6/2013 #2000	1610 FRANKLIN GROVE #2476132000	06/13/2013	254.73	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
	PUBLIC PROPERTY	292	NICOR	6/2013 #5293	668 VETERANS PRK #286945293	06/21/2013	35.20	.00	
	PUBLIC PROPERTY	292	NICOR	6/2013 #6239	S HENNEPIN #1464316239	06/18/2013	2,678.25	.00	
	PUBLIC PROPERTY	417	VERIZON WIRELESS	9706740571	CEMENTERY #585902817	06/18/2013	133.85	.00	

Total PUBLIC PROPERTY:

8,594.38 .00

TRAFFIC MAINTENANCE	65	CENTURYLINK	6/2013 #6429	TRAFFIC MAINTENANCE #304036429	06/19/2013	92.63	.00	
TRAFFIC MAINTENANCE	82	COMCAST CABLE	6/2013 #6520	TRAFFIC MAINT. #877110301066520	06/27/2013	64.95	.00	
TRAFFIC MAINTENANCE	86	COMPLETE AUTOWERKS REPAIR SE	449	REPAIR AIR CONDITIONER ON TRAFF	06/24/2013	807.23	.00	
TRAFFIC MAINTENANCE	122	DIXON PAINT COMPANY	1460	EXTENSION TIP	06/28/2013	26.88	.00	
TRAFFIC MAINTENANCE	262	MASTERCARD	6/2013 #3296	MEMARDS-BUCKET TRUCK RAMP	06/23/2013	205.26	.00	
TRAFFIC MAINTENANCE	279	MORLEY SIGNS	6/2013	MARKINGS FOR BOOM TRUCK/CTM TR	08/11/2013	180.00	.00	
TRAFFIC MAINTENANCE	352	SECRETARY OF STATE	2-05/13	License and Title Boom Truck	05/28/2013	105.00	105.00	07/11/2013
TRAFFIC MAINTENANCE	383	TAPCO	1425434	STEEL SQUARE POST/ANCHORS	06/18/2013	2,396.37	.00	
TRAFFIC MAINTENANCE	383	TAPCO	1425778	LIGHTED BARRICADES	06/21/2013	234.20	.00	
TRAFFIC MAINTENANCE	417	VERIZON WIRELESS	9706738823	TRAFFIC MAINT. #480283834	06/18/2013	113.48	.00	
TRAFFIC MAINTENANCE	608	BROWN TRAFFIC PRODUCTS INC	039042	LED RED TRAFFIC LIGHTS	06/27/2013	163.69	.00	

Total TRAFFIC MAINTENANCE:

4,389.69 105.00

WATER	15	ALL-SAFE OF DIXON	6/2013	REGISTER CHARGE #6978	08/01/2013	16.48	.00	
WATER	15	ALL-SAFE OF DIXON	6/2013	REGISTER CHARGE #7104	06/01/2013	10.19	.00	
WATER	58	CALIF CONTRACTORS SUPPLIES	JU72085	OSHA FIRST AID KITS FOR TRUCKS	06/12/2013	249.50	.00	
WATER	82	COMCAST CABLE	6/2013 #0059	WATER PLANT #8771103010180059	06/20/2013	89.85	.00	
WATER	148	FISHER SCIENTIFIC	8529712	CLAMPS	06/20/2013	140.90	.00	
WATER	148	FISHER SCIENTIFIC	8803345	STERILE PIPETS	06/27/2013	779.32	.00	
WATER	148	FISHER SCIENTIFIC	8861344	TSB BROTH	06/28/2013	53.80	.00	
WATER	155	FREEDOM MAILING SERVICES INC.	22766	WATER DEPT- PAST DUE NOTICES	06/25/2013	23.80	.00	
WATER	155	FREEDOM MAILING SERVICES INC.	22766	WATER DEPT- POSTAGE	06/25/2013	108.46	.00	
WATER	155	FREEDOM MAILING SERVICES INC.	22782	WATER DEPT- BILLING	06/27/2013	108.36	.00	
WATER	155	FREEDOM MAILING SERVICES INC.	22782	WATER DEPT- POSTAGE	06/27/2013	353.82	.00	
WATER	180	HD SUPPLY WATERWORKS LTD.	B103990	CUT-IN SLEEVES	06/27/2013	2,760.00	.00	
WATER	261	MARTIN & COMPANY EXCAVATING	22077	BLACKTOP STREET PATCHES	06/15/2013	268.92	.00	
WATER	324	QUILL CORPORATION	2558868	PENS	06/21/2013	26.94	.00	
WATER	324	QUILL CORPORATION	3448310	PENS	06/18/2013	5.20	.00	
WATER	324	QUILL CORPORATION	3449660	ALUMINUM FOIL SHEETS	06/18/2013	119.99	.00	
WATER	324	QUILL CORPORATION	3612168	MEMORY STICK	06/25/2013	49.99	.00	
WATER	398	TOTAL WATER TREATMENT SYSTEM	0551519	DI SERVICE TANKS	06/27/2013	78.92	.00	
WATER	412	USA BLUEBOOK	933969	REPLACEMENT CUTTERS FOR BOLT	04/15/2013	41.00	.00	
WATER	417	VERIZON WIRELESS	9706741817	WATER #880480289	07/13/2013	269.50	.00	
WATER	431	WILLETT HOFMANN & ASSOC INC	18752	WATER TOWER PAINTING @ WELL #9	06/25/2013	3,549.40	.00	

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Total WATER:							9,104.34	.00	
SEWAGE TREATMENT		65	CENTURYLINK	6/2013 #7784	WWTP #304027784	06/19/2013	307.44	.00	
SEWAGE TREATMENT		80	COM ED	6/2013 #2062	BRANDYWINE LN #0528062062	06/27/2013	60.13	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #3010	TAYLOR CT #7353003010	07/01/2013	133.52	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #3065	TILTON PARK #4203053065	07/01/2013	364.45	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #4039	LOWELL PARK #2565044039	07/01/2013	190.67	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #8028	E RIVER #4371148028	07/01/2013	98.40	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #8046	E FELLOWS #6009078046	07/01/2013	34.15	.00	
SEWAGE TREATMENT		80	COM ED	7/2013 #9001	LIBERTY CT #2250129001	07/01/2013	59.95	.00	
SEWAGE TREATMENT		155	FREEDOM MAILING SERVICES INC.	22766	SEWER DEPT - POSTAGE	06/25/2013	108.47	.00	
SEWAGE TREATMENT		155	FREEDOM MAILING SERVICES INC.	22766	SEWER DEPT - POSTAGE	06/25/2013	23.80	.00	
SEWAGE TREATMENT		155	FREEDOM MAILING SERVICES INC.	22782	SEWER DEPT - POSTAGE	06/27/2013	353.81	.00	
SEWAGE TREATMENT		155	FREEDOM MAILING SERVICES INC.	22782	SEWER DEPT - BILLING	06/27/2013	108.36	.00	
SEWAGE TREATMENT		279	MORLEY SIGNS	6/2013	SEWER TRUCK LETTERING	06/11/2013	360.00	.00	
SEWAGE TREATMENT		292	NICOR	6/2013 #20002	WS CROPSLEY #54122320002	06/19/2013	198.65	.00	
SEWAGE TREATMENT		310	PDC LABORATORIES	742638	SAMPLE TESTING FOR NPDES PERMI	06/15/2013	195.04	.00	
SEWAGE TREATMENT		417	VERIZON WIRELESS	9706738824	WWTP #480293834-00002	06/18/2013	83.24	.00	

Total SEWAGE TREATMENT:

2,680.08 .00

FIRE		3	ACE HARDWARE	285397	BAR/CHAIN OIL	06/03/2013	15.99	.00	
FIRE		3	ACE HARDWARE	286454	PRESURE MAS HOSE/HOSE WASHER	06/10/2013	37.78	.00	
FIRE		3	ACE HARDWARE	286483	RESCUE SAW/UPS CHARGES	06/10/2013	45.00	.00	
FIRE		3	ACE HARDWARE	287058	CARWAX/ARMR ALL	06/14/2013	32.17	.00	
FIRE		3	ACE HARDWARE	287113	STHL	06/14/2013	135.95	.00	
FIRE		3	ACE HARDWARE	287114	TRIMMER LINE	06/14/2013	8.99	.00	
FIRE		3	ACE HARDWARE	287471	LIME-RUST REMOVER/COARSE CRIM	06/17/2013	15.34	.00	
FIRE		3	ACE HARDWARE	288105	FLUR-BULB	06/20/2013	10.78	.00	
FIRE		3	ACE HARDWARE	288484	ULTRA DAWN/MOTOR OIL	06/24/2013	24.34	.00	
FIRE		3	ACE HARDWARE	288629	WIRE WHL/CRIMP	06/25/2013	43.72	.00	
FIRE		3	ACE HARDWARE	289082	FLUR-BULB	06/27/2013	129.38	.00	
FIRE		65	CENTURYLINK	6/2013 #4498	FIRE #304074498	06/19/2013	280.00	.00	
FIRE		82	COMCAST CABLE	6/2013 #0020	#8771103010060020 INTERNET FOR F	06/26/2013	127.85	.00	
FIRE		139	EMERGENCY MEDICAL PRODUCTS I	1564620	EXAM GLOVES	06/18/2013	246.15	.00	
FIRE		139	EMERGENCY MEDICAL PRODUCTS I	1566346	REPLACEMENT VALVE CAP	06/25/2013	8.50	.00	
FIRE		139	EMERGENCY MEDICAL PRODUCTS I	1567214	GLOVES/VALVE	06/27/2013	164.30	.00	
FIRE		139	EMERGENCY MEDICAL PRODUCTS I	RGA027407	RTN CREDIT	10/07/2011	31.03-	.00	
FIRE		173	HARDEN'S AUTO & TRUCK REPAIR	21489	SERVICE/REPAIR ON SQUAD 4	06/19/2013	3,999.27	.00	
FIRE		205	IL OFFICE OF THE STATE FIRE MARS	6/2013	EXAM FEE FOR VEHICLE MACHINERY	06/17/2013	400.00	.00	

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FIRE		212	ILLINOIS FIRE STORE	28960	HIGH RISE HOSE STRAP	06/17/2013	364.95	.00	
FIRE		232	KEN NELSON AUTO PLAZA	243797	LOF FOR CHEVY TAHOE	06/27/2013	35.85	.00	
FIRE		239	KSB HOSPITAL	6/2013	ITLS TRAINING	06/24/2013	240.00	.00	
FIRE		252	LINCOLNWAY AUTO ELECTRIC	45270	BATTERY	06/11/2013	115.95	.00	
FIRE		252	LINCOLNWAY AUTO ELECTRIC	45324	ALT. LABOR	06/26/2013	234.95	.00	
FIRE		253	LINEN EXPRESS	467026	LAUNDRY	06/01/2013	56.10	.00	
FIRE		262	MASTERCARD	6/2013 #2801	USPS- POSTAGE	06/23/2013	17.80	.00	
FIRE		262	MASTERCARD	6/2013 #2801	WALMART-OFFICE SUPPLIES	06/23/2013	37.17	.00	
FIRE		262	MASTERCARD	6/2013 #2801	AMBULANCE LICENSE FEE	06/23/2013	51.75	.00	
FIRE		262	MASTERCARD	6/2013 #3700	STAPLES-TONER	06/23/2013	83.99	.00	
FIRE		265	MEDICAL PRODUCTS GROUP INC	240725	OXYGEN D	07/02/2013	17.50	.00	
FIRE		265	MEDICAL PRODUCTS GROUP INC	240725	OXYGEN M	07/02/2013	16.00	.00	
FIRE		265	MEDICAL PRODUCTS GROUP INC	240891	OXYGEN D	07/02/2013	8.75	.00	
FIRE		265	MEDICAL PRODUCTS GROUP INC	241422	OXYGEN D	06/21/2013	26.25	.00	
FIRE		265	MEDICAL PRODUCTS GROUP INC	241506	OXYGEN D	06/28/2013	17.50	.00	
FIRE		358	SHOPKO STORES INC	1376	WATER	06/13/2013	30.93	.00	
FIRE		358	SHOPKO STORES INC	1649	UNISTIK	06/15/2013	14.98	.00	
FIRE		358	SHOPKO STORES INC	3132	DISH SOAP	06/24/2013	32.93	.00	
FIRE		374	STERLING NAPA AUTO PARTS	676074	VEHICLE CLEANING CHAMOIS	06/14/2013	29.98	.00	
FIRE		410	UNIFORM DEN INC	79326	UNIFORM SHIRTS	06/20/2013	347.18	.00	
FIRE		551	O'REILLY AUTOMOTIVE INC	1378477413	40 PIECE MINI	06/03/2013	18.99	.00	
FIRE		551	O'REILLY AUTOMOTIVE INC	1379480086	OIL FILTER	06/24/2013	3.85	.00	
FIRE		607	CHIEFS CHOICE	1076	VEHICLE CLEANING SUPPLIES	06/15/2013	234.39	.00	
FIRE		616	ARJES, JESSE	7/2013	REIMBURSEMENT FOR DUTY BOOTS	07/08/2013	175.00	.00	
FIRE		617	DIXON PROP AND WELDING SERVICE	232827	PROP REPAIR	06/29/2013	43.00	.00	
Total FIRE:							7,950.32	.00	
DUI FINES FUND EXPEN	423	WATCHGUARD VIDEO	4REINV0001487	2-WATCHGAURD SYSTEMS IN SQUA	06/17/2013	9,615.00	.00	.00	
Total DUI FINES FUND EXPENSE:							9,615.00	.00	
POLICE	65	CENTURYLINK	6/2013 #4498	POLICE #304074498	06/19/2013	1,048.43	.00	.00	
POLICE	85	COMMUNICATIONS REVOLVING FUN	T1342480	#T8889031 COMMUNICATION CHARG	06/17/2013	418.68	.00	.00	
POLICE	86	COMPLETE AUTOWERKS REPAIR SE	485	LOF/REPLACE FRONT BALL JOINTS O	06/24/2013	497.74	.00	.00	
POLICE	86	COMPLETE AUTOWERKS REPAIR SE	489	REPLACE HEADLAMP BULB ON CHEV	06/24/2013	58.58	.00	.00	
POLICE	86	COMPLETE AUTOWERKS REPAIR SE	491	LOF ON CHEVY TAHOE	06/24/2013	40.34	.00	.00	
POLICE	121	DIXON OTTAWA COMMUNICATION IN	440046	RADIO MAINTENANCE	07/03/2013	352.50	.00	.00	
POLICE	141	ENTRE COMPUTER SOLUTIONS	78399	ONSITE TECH SUPPORT @PSB	06/27/2013	60.00	.00	.00	
POLICE	162	GE CAPITAL	59050161	LEASE PAYMENT FOR A7346 PRINTE	06/26/2013	101.00	.00	.00	
POLICE	191	HUFFMAN'S CAR WASH	818	VEHICLE WASH	06/30/2013	112.00	.00	.00	

Segment DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
POLICE	238	KSB CORPORATE HEALTH SERVICE	3/2013 #4778740	HBV/HIV SCREENING	03/31/2013	189.00	.00	
POLICE	245	LEAF	4492334	LEASE DOCUMENTATION FEE A7740	06/25/2013	44.00	.00	
POLICE	249	LEE COUNTY TREASURER	8/2013	RADIO COMMS. SERVICE	07/16/2013	10,040.47	.00	
POLICE	262	MASTERCARD	6/2013 #2165	BLAUER TACTICAL-TRAINING UNITS	06/23/2013	2,508.00	.00	
POLICE	262	MASTERCARD	6/2013 #2165	DNC GE JUMERS- PENSION CONFER	06/23/2013	405.48	.00	
POLICE	262	MASTERCARD	6/2013 #2793	GOOGLE MAIL	06/23/2013	145.83	.00	
POLICE	262	MASTERCARD	6/2013 #2793	MAIN STREET/TOURISM/CITY BUSIN	06/23/2013	79.39	.00	
POLICE	262	MASTERCARD	6/2013 #3296	MEALS/LODGING FOR OFFICER @MA	06/23/2013	165.00	.00	
POLICE	262	MASTERCARD	6/2013 #3296	PET MEDS-RX FOR K-9 BOBBY	06/23/2013	32.99	.00	
POLICE	262	MASTERCARD	6/2013 #3296	GASOLINE CHARGES	06/23/2013	79.16	.00	
POLICE	262	MASTERCARD	6/2013 #3296	BATTERY JUNCTION-OVERHEAR EQ	06/23/2013	185.27	.00	
POLICE	262	MASTERCARD	6/2013 #3296	KIDS SAFE-RE CERT OFFICER-SEAT	06/23/2013	50.00	.00	
POLICE	262	MASTERCARD	6/2013 #3486	SIRCHIE FINGER PRINT-C/URENCY/	06/23/2013	354.59	.00	
POLICE	262	MASTERCARD	6/2013 #3486	INTERMEDIA.NET-DOMAIN NAME FEE	06/23/2013	311.40	.00	
POLICE	262	MASTERCARD	6/2013 #3486	USPS-POSTAGE	06/23/2013	57.63	.00	
POLICE	280	MORSE, TROY	2923268881	REIMBURSE BLACKBERRY SERVICE	06/25/2013	30.00	.00	
POLICE	324	QUILL CORPORATION	3455990	PENS	06/17/2013	15.98	.00	
POLICE	324	QUILL CORPORATION	3482997	COMPUTER MONITOR CABLE	06/18/2013	35.99	.00	
POLICE	324	QUILL CORPORATION	3526863	UNIVERSAL CARD READER	06/20/2013	74.95	.00	
POLICE	341	RUSS' AUTOMOTIVE SERVICE & TOW	6/2013	TIRE REPAIR	06/30/2013	20.00	.00	
POLICE	347	SBM STERLING BUSINESS CENTER	173781	MAINTENANCE CONTRACT FOR COPI	06/28/2013	46.00	.00	
POLICE	347	SBM STERLING BUSINESS CENTER	174020	MAINTENANCE CONTRACT FOR COPI	07/01/2013	81.40	.00	
POLICE	410	UNIFORM DEN INC	79336	6-PKT TROUSER PANT	06/25/2013	117.98	.00	
POLICE	410	UNIFORM DEN INC	79436	LRG SILVER CLUTCH	06/25/2013	45.00	.00	
POLICE	417	VERIZON WIRELESS	9706738823	MIFF #430293834	06/18/2013	38.01	.00	
POLICE	533	WOLFLEY, MICHAEL	2923268636	REIMBURSE FOR DATA PLAN	07/01/2013	30.00	.00	
Total POLICE:						17,872.79	.00	
LIBRARY	31	ASTRO VEN DISTRIBUTORS INC	26212	TOILET TISSUE	06/21/2013	63.88	.00	
LIBRARY	36	BAKER & TAYLOR	5012641895	CHILTON ASIAN SERVICE MANUAL/C	06/19/2013	68.50	.00	
LIBRARY	159	GALE/CENGAGE LEARNING	99403313	2 LRG PRINT BKS	06/06/2013	47.23	.00	
LIBRARY	159	GALE/CENGAGE LEARNING	99476102	4 LRG PRINT BKS	06/19/2013	89.21	.00	
LIBRARY	159	GALE/CENGAGE LEARNING	99487091	2 LRG PRINT BKS	06/20/2013	47.98	.00	
LIBRARY	159	GALE/CENGAGE LEARNING	99511864	2 LRG PRINT BKS	06/25/2013	104.98	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	72303510	CHILDRENS BOOKS	06/13/2013	15.24	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	72303510	ADULT MTLs	06/13/2013	320.22	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	7230637	ADULT MTLs	06/14/2013	95.45	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	72320637	CHILDRENS BOOKS	06/14/2013	75.46	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	72357317	CHILDRENS BOOKS	06/18/2013	76.84	.00	
LIBRARY	216	INGRAM LIBRARY SERVICES	72357317	ADULT MTLs	06/18/2013	22.57	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
LIBRARY		216	INGRAM LIBRARY SERVICES	72364767	CHILDRENS BOOKS	06/18/2013	65.01	.00	
LIBRARY		216	INGRAM LIBRARY SERVICES	72364767	ADULT MTLS	06/18/2013	50.98	.00	
LIBRARY		216	INGRAM LIBRARY SERVICES	72402146	CHILDRENS BOOKS	06/20/2013	151.64	.00	
LIBRARY		216	INGRAM LIBRARY SERVICES	72470053	CHILDRENS BOOKS	06/26/2013	126.49	.00	
LIBRARY		216	INGRAM LIBRARY SERVICES	72470053	ADULT MTLS	06/26/2013	15.81	.00	
LIBRARY		216	INGRAM LIBRARY SERVICES	82336615	REPLACEMENT COPY OF BOOK	06/16/2013	.00	.00	
LIBRARY		262	MASTERCARD	6/2013 #5681	AMAZON-CHILDREN BOOK	06/23/2013	11.92	.00	
LIBRARY		262	MASTERCARD	6/2013 #5681	SNFD-LABELS/LABELWRITER	06/23/2013	187.97	.00	
LIBRARY		262	MASTERCARD	6/2013 #5681	ORIENTAL TRADING-MISC.	06/23/2013	618.67	.00	
LIBRARY		292	NICOR	6/2013 #0000	221 S HENNEPIN #15422320000	06/19/2013	83.73	.00	
LIBRARY		299	OFFICE DEPOT	661254603001	TAPEMARKERS/PUTTY/STAPLES/CA	06/07/2013	52.07	.00	
LIBRARY		372	STATELINE TECHNOLOGIES	DPL-7-13	TECHNOLOGY SERVICES	07/01/2013	780.50	.00	
LIBRARY		434	XEROX CORPORATION	068752985	PUBLIC COIN COPIER	07/01/2013	180.99	.00	
LIBRARY		434	XEROX CORPORATION	068752986	OFFICE COPIER	07/01/2013	360.56	.00	
LIBRARY		470	ROE, LYNN	7/2013	LIBRARY PROGRAMS	07/01/2013	9.93	.00	
LIBRARY		470	ROE, LYNN	7/2013	PROGRAMS	07/01/2013	154.82	.00	
LIBRARY		618	FARM & HOME PUBLISHERS LTD	466809	LEE IL DIRECTORY BOOK	03/20/2013	41.40	.00	
LIBRARY		619	FARONICS TECHNOLOGIES USA INC	INUS0126249	DEEP FREEZE MAINTENANCE RENEW	06/19/2013	87.50	.00	
LIBRARY		620	FORTE	14192	SCANNERS/SOFTWARE FOR DEBIT CA	06/18/2013	374.00	.00	
LIBRARY		621	GOVCONNECTION INC	50344741	ADAPTER CABLES	06/19/2013	42.80	.00	
LIBRARY		623	TERMINIX COMMERCIAL	7/2013 #5005776	RENEWAL 8/1/13-8/31/14	07/06/2013	442.00	.00	
Total LIBRARY:							4,846.35	.00	
AIRPORT		32	AUCA	610-8104282	MOP SOLUTION/MOP HANDLE	07/04/2013	27.50	.00	
AIRPORT		65	CENTURYLINK	6/2013 #4884	AIRPORT #304044884	06/19/2013	62.91	.00	
AIRPORT		65	CENTURYLINK	6/2013 #9106	AIRPORT #304009106	06/19/2013	132.51	.00	
AIRPORT		80	COM ED	6/2013 #2002	FRANKLIN GROVE #0642012002	06/28/2013	441.36	.00	
AIRPORT		80	COM ED	7/2013 #3009	FRANKLIN GROVE #7296013009	07/03/2013	54.52	.00	
AIRPORT		188	HOLLAND & SONS INC	506277	WET CHARGED BATTERY	06/27/2013	104.96	.00	
AIRPORT		249	LEE COUNTY TREASURER	2-7/2013	PARCEL #07-08-03-300-911	07/01/2013	287.54	.00	
AIRPORT		249	LEE COUNTY TREASURER	2-7/2013	PARCEL #07-08-03-400-801	07/01/2013	777.42	.00	
AIRPORT		263	MTCO	10494907	PAGER SERVICE #00048152-3	07/01/2013	32.40	.00	
AIRPORT		318	PRECISION AUTOMOTIVE	75705	REPLACE EXHAUST FOR GMC JIMMY	07/09/2013	273.94	.00	
AIRPORT		417	VERIZON WIRELESS	9706738623	AIRPORT #480293634	06/18/2013	7.03	.00	
Total AIRPORT:							2,202.09	.00	
MUNICIPAL BAND		262	MASTERCARD	6/2013 #3700	GARCO-BAND TRUCK RENTAL	06/23/2013	64.00	.00	
MUNICIPAL BAND		483	AIKEN, CAROLYN	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		484	BATES JR, ROBERT	7/2013	4 SESSIONS	07/05/2013	60.00	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
MUNICIPAL BAND		485	BURNETT, DONALD	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		486	BURNETT, NANCY A.	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		487	DEMPOSEY, JESSICA	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		488	DETER, DENISE	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		490	ELLER, JAMIE	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		491	ETCHISON, CRAIG	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		492	HAMMITT, CHRISTOPHER W.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		493	HAMMITT, JOSEPH W.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		494	HAMMITT, KATHERINE	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		495	HEMMEN, AMELIA M.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		496	HUFFSTUTLER, JAMES R.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		497	HUFFSTUTLER, MARJORIE	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		499	JOHNSON, MARIELZABETH L.	7/2013	1 SESSION	07/05/2013	15.00	.00	
MUNICIPAL BAND		500	JOHNSON, RUTH ELLEN	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		501	KERMOTT, EMMA	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		502	KINGRY, DORRAINE L.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		503	KINGRY, JON N.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		504	KUSTER, JENNA	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		505	MARCO, LAUREN	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		506	MARCO, RACHEL	7/2013	PARADE	07/05/2013	40.00	.00	
MUNICIPAL BAND		507	MAYS, MITCHELL R.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		508	NELSON, LUKE G.	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		509	NUNEMAKER-BRESSLER, EMILY B.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		510	PALDINO, KRISTINE K.	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		511	ROBERTS, RILEY	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		512	ROGERS, BENJAMIN	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		513	SINTCH, EMMA E.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		514	SPAULDING, LORRAINE E.	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		516	SOUTH, IAN	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		517	TITUS, REBECCA	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
MUNICIPAL BAND		518	VAN DREW, JEREMY	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		519	WALLS, DALTON	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
MUNICIPAL BAND		520	WHITCOMBE, THOMAS A.	7/2013	1 SESSION	07/05/2013	15.00	.00	
MUNICIPAL BAND		521	WHITCOMBE, THOMAS	7/2013	1 SESSION	07/05/2013	15.00	.00	
MUNICIPAL BAND		522	WHITE, DAWN M.	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		523	YUSWAK, REBECCA J.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		555	CARLSON, RANDAL L.	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		556	CARLSON, SPENCER	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
MUNICIPAL BAND		557	CARTWRIGHT, THOMAS B.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		558	CURTIS, ANNA M.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
MUNICIPAL BAND		559	DICKMAN, JACOB R.	7/2013	PARADE	07/05/2013	40.00	.00	

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
	MUNICIPAL BAND	560	EATON, MATTHEW W.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
	MUNICIPAL BAND	561	HARRISON, JACOB C.	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
	MUNICIPAL BAND	562	HEMMER, MELODY J.	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
	MUNICIPAL BAND	563	JAMES, CATHY L.	7/2013	4 SESSIONS/MANAGER/PARADE	07/05/2013	600.00	.00	
	MUNICIPAL BAND	564	JAMES, JON P.	7/2013	4 SESSIONS/X-TRA ENS./PARADE	07/05/2013	130.00	.00	
	MUNICIPAL BAND	565	JOHNSON, VALERIE	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
	MUNICIPAL BAND	566	LITTLE, ZION	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
	MUNICIPAL BAND	567	PIEFNER EATON, LISA L	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
	MUNICIPAL BAND	568	ROBERTS, JENSIN E.	7/2013	4 SESSIONS	07/05/2013	60.00	.00	
	MUNICIPAL BAND	569	ROOD, NATALYN	7/2013	3 SESSIONS/PARADE	07/05/2013	85.00	.00	
	MUNICIPAL BAND	572	DEMPSEY, MARK T	7/2013	4 SESSIONS/X-TRA ENS./PARADE	07/05/2013	150.00	.00	
	MUNICIPAL BAND	590	MENEZ, DANIEL E.	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
	MUNICIPAL BAND	591	MENEZ, SAMUEL	7/2013	4 SESSIONS/PARADE	07/05/2013	100.00	.00	
	MUNICIPAL BAND	595	TTUS, JOSEPH	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
	MUNICIPAL BAND	610	TEGELER MUSIC	45417	SOUND EQUIPMENT	06/12/2013	739.86	.00	
	MUNICIPAL BAND	611	HAAN JR, BRIAN C.	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
	MUNICIPAL BAND	612	JUDD, ELIZABETH A.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
	MUNICIPAL BAND	613	MEADE, KRISTAN.	7/2013	2 SESSIONS	07/05/2013	30.00	.00	
	MUNICIPAL BAND	614	MURPHY, ERIC	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	
	MUNICIPAL BAND	615	PEUGH, KATHRYN	7/2013	2 SESSIONS/PARADE	07/05/2013	70.00	.00	

Total MUNICIPAL BAND:

5,453.86 .00

TOURISM	260	MAMA CIMINOS	254287	MAYOR/RIVERFRONT SCULPTORS M	06/20/2013	105.40	.00	
TOURISM	279	MORLEY SIGNS	2-6/2013	CHANGE OUT BILLBOARD-PETUNIA F	06/19/2013	50.00	.00	
TOURISM	308	PATTIE HUMMEL PHOTOGRAPHY	8/2013	RENT/UTILITIES	07/16/2013	1,150.00	.00	
TOURISM	465	FISCHER INC	0667565-001	WELCOME CENTER BAGS	05/30/2013	160.55	.00	
TOURISM	528	DEZINE	93	DESIGN/PRINT-CUISINE EVENT FLYE	06/28/2013	25.00	.00	
TOURISM	604	WINDOW TO THE WORLD COMMUNIC	019879	4 "REAGAN PRESIDENCY" AD SPOTS	06/28/2013	325.00	.00	
TOURISM	625	CHICAGO COMMUTER	133023	CHICAGO COMMUTER AD	06/18/2013	495.00	.00	

Total TOURISM:

2,310.95 .00

Grand Totals:

213,394.63 105.00

Segment	DEPARTMENT	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Inv Amt	Amount Paid	Date Paid
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Report Criteria:
Invoices with totals above \$0 included.
Paid and unpaid invoices included.

Meeting Minutes of the Dixon Public Library Board of Trustees

Monday June 10, 2013 (Revised July 8, 2013)

In Attendance: Director Lynn Roe, Glen Hughes, Carol Linkowski, Kim Pettygrove, David Badger, Terry Dunphy, Robert Thomas and Roberta Vanderlin

Absent with Notice: Tracey Lawton

Meeting Location: Dixon Public Library, Lower Level Meeting Room

President Glen Hughes called the meeting to order at 5:32 pm. Mayor James Burke was present; there were no additional citizens present. President Glen Hughes informed the Board that Bob Thomas has submitted a letter to say he will not be serving another term as a board member, although he offered to remain on the Board until a replacement for him has been named. Mayor Burke said that he always hears that Dixon is one of the most progressive communities in Northern Illinois, and one of the contributing factors in this is the strong sense of volunteering in our community. He thanked Bob for his more than 20 years serving on the Dixon Public Library Board of Trustees and presented Bob with a Certificate in appreciation of his years of service.

Carol Linkowski made a motion to approve the minutes of the May 13, 2013 meeting, Terry Dunphy seconded the motion, and the motion passed.

President's Report: There was no President's Report. Then President Glen Hughes stated that he agreed with Mayor Burke that there is a great community of volunteers in Dixon. He then brought up Beth McCormick's email to the Dixon Public Library Board Members. He would like the Personnel and Salaries Committee to evaluate and discuss Ms. McCormick's comments and Director Lynn Roe's response. Some of the subjects touched on in the email should be handled by Lynn alone, while the Personnel and Salaries Committee and possibly the By-laws, Policies, and Procedures Committee should probably evaluate some of Ms. McCormick's points. The Nominating Committee nominated Glen Hughes for President of the Dixon Public Library Board of Trustees, Carol Linkowski for Vice President, Roberta Vanderlin for Secretary and Terry Dunphy for Treasurer. Kim Pettygrove made a motion to close the nominations, David Badger seconded the motion, and the motion passed. The Board members present voted on officers for the 2013/2014 Fiscal Year, and Glen Hughes, Carol Linkowski, Roberta Vanderlin and Terry Dunphy were elected to the positions of President, Vice President, Secretary and Treasurer respectively. Terry Dunphy was asked to take the place of Mary Grace Crisham on the Finance and Budget Committee. Glen Hughes and Kim Pettygrove will be on the Financial Planning Ad Hoc Committee. It was also proposed and agreed that the Library Consortium Ad Hoc Committee should be eliminated.

Director's Report: Director Lynn Roe informed the Board that the entrance roof is no longer leaking, however Sterling Commercial Roofing still has some work to do on other areas of the roof. Terminix came and did its annual inspection of the building, both inside and outside.

Treasurer's Report: The Treasurer's Report was reviewed. The beginning balance in the Checking Account as of May 9, 2013 was \$29,056.32 and the ending balance as of June 10, 2013 is \$29,140.19. Kim Pettygrove made a motion to approve the Treasurer's Report and Trust Fund Memorials and Donations Report, Roberta Vanderlin seconded the motion, and the motion was approved. Bob Thomas made a motion to approve the May Invoices & Expenditures Report, Carol Linkowski seconded the motion, and the motion passed. Lynn showed us the City's Expenditures & Revenues Report, which was not accurate because the new budget was not entered and not all expenditures were entered, so the Board asked Lynn to continue doing her Financial Reports, as they more accurately report the Library's budget and expenditures.

4.

DIXON PUBLIC LIBRARY - BOARD of TRUSTEES
Treasurer's Report for July 2013

Beginning Balance in Checking (01)

June 10, 2013

29,140.19

June 10, 2013 Expenditures:

The following has been paid to Dixon Public Library and is to be deducted from
the memorial fund accounts as detailed below:

Deduct from memorial fund	Check payable to	Amount
* Dixon Public Library already pd Ingram invoices from regular budget *		
Bratt Fund	1 book	7.77
Marilyn Dillow Memorial	16 books	199.05
KSB Fund	5 books	58.71
Linda Melendrez Memorial	7 books	128.22
Warner Fund	31 books	397.24
Check payable to	Dixon Public Library	790.99
(reimburse regular budget line Adult Materials acct # 15-410-5431 Adult Library Mtls)		

Deduct from memorial fund	Check payable to	Amount
* Dixon Public Library already pd invoices from regular budget *		
KSB Fund		108.78
from <u>EBSCO Subscription Services</u> * annual magazine subscription renewal *		
* requis for 5-31-13 / Arthritis Today 24.95 / Men's Health 24.94		
Prevention 21.97 / Women's Health 14.97 / Yoga Magazine 21.95		
Serendipity Fund		221.50
from <u>Demco</u> * Invoice # 498-3122 / easels for book displays * 177.65		
Dewey Decal Poster Set * 29.95 / World of Dewey bookmarks * 13.90		
Summer Reading Program	31 books	226.50
from <u>Mastercard</u> * requis. for 5-31-13		
SRP supplies from Amazon.com totals 215.31 / Lakeshore Learning 11.19		
Check payable to	Dixon Public Library	556.78
(reimburse regular budget line acct # 15-410-5890 * Misc Expense)		

Murphy Foundation (Media)	Midwest Tape	224.89
11 dvds		

<u>June 14, 2013</u> <u>Expenditures:</u> Summer Reading Program program fee * Fantastic Friday 6-24-13	Chris McBrien	400.00
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Total Expenditures	1,972.66	1,972.66
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Treasurer's Report for July 2013 continued.....

July 5, 2013		Deposits:	
To Fund:	From:		
Kullerstrand (online book sales)	Kullerstrand, Diane	1,926.11	
Serendipity Fund	Midland States Bank	788.70	
Sally Spence Memorial	Diana Britting	25.00	
Total Deposits		2,739.81	2,739.81
May 31, 2013 interest pd to checking account		0.26	0.26
Ending Balance in Checking (01)	July 8, 2013		29,907.60

Meeting was called to order at 5:30 by President Vicky Turner-Pence. on 7/8/13.

Present: Colleen Brechon, Ann Lewis, Karen Setchell, Vicky Turner, Lyn Milano, Jeanne Kuhn, Marilyn Trulock, Diane Bausman

Absent: Al Duncan, Laura Santos, Becky Reilly

June Minutes were approved. (Lyn motioned; Ann seconded.)

Treasurer's Report: (Karen)

Income: \$9,635.15 Welcome Center sales \$242 Balance: \$19,076.15.
(Hotel/motel tax revenue \$4,600)

Karen will also be signing off on hourly cards for WC employees.

BWCVB REPORT: (Diane)

Lee County tourism hits are up 5% over last year. The *Trail of Terror* website is up and running, but no events begin until late August. So far there are 48 participants, with more coming daily.

The website has had an 84% increase in new visitors.

Diane met with German travel writers traveling the River Road. They were very interested in Dixon and Reagan.

There is an Illinois Office of Tourism Road Show at Anderson Gardens on July 12 in Rockford.

The Annual Dinner is Aug. 15 at Lake Carroll Clubhouse with a golfing theme. Invites will be out soon.

Ann Lewis reported on progress of the N. Ill. Lincoln Trail. Dixon has 10 Lincoln sites alone. Many others in area town are interested, but not gotten back to her with their histories of sites. She asked Diane to remind them when she visits their meetings.

Vicky reported that she and Ann met with Tim Wilson, the new Rock Falls tourism director about forming a tri-city coalition to work together and promote each other, similar to the Quad Cities.

UNFINISHED BUSINESS

Display Case at Riverfront: (Vicky) She has been in contact with a designer from a couple different companies, giving them details of what she expects and price points. They will respond later.

Coloring Book: Vicky will meet with the KSB designer again this week. She would like a deadline for forms by beginning of the school year, so we can get participants entries as soon as possible after school starts.

NEW BUSINESS

Email Newsletter: Board members are encouraged to send lists of family and friends to WC to send more newsletters and expand contacts.

Bookmarks: We shared ideas of what should be on these, mainly a calendar of events in the area throughout the year.

Grant Request: Dixon Main Street requested \$1,000 for the Reagan Trail Days with many events listed that need help in covering expenses. Ann moved/ Jeannie 2nd. to approve. Motion carried.

PBS Documentary Reagan Presidency with Dixon Promo each night reached an est. 150,000 viewers. bill has not come in for that yet. A link showing the video will be on our website.

Kids' Activities--Family Oriented Brochure. Maybe have Cindy research a list of ideas for this card. Include surrounding areas, not just in city.

Meeting with Paula Meyer and WC staff went well. We need to find a replacement for Judy. Possibly look for someone to be the manager/go-to person to work 3 days a week, be in charge of the newsletter, Facebook, and behind the scenes.

Newspaper/Media Reports; Vicky has been on WIXN promoting events and places. Possibly send letters to the editor? Talk to reporters more often?

NEW EVENTS:

Culinary Event: Taste of Dixon had only 5 sign up so far. Since it is coming fast, Board members took brochures to hand out and promote. We would like at least 20 for the event, so we approved fronting \$800 to cover that many, hopefully getting our money back as more sign up. This event is partnered with *Chicago and Beyond*.

BOARD MEMBER UPDATES;

Lease: Jeannie reported that she has emailed Pattie to continue the talks on updating and signing a new lease for the WC. No response yet.

Lyn reported that she is working on getting an info sign on the tollway to advertise hotels and her B&B. No response so far. State takes years to accomplish this.

Colleen wondered if we should do more to promote Charles Walgreen's history with Dixon.

Should more markers be added to the Heritage Trail about Lincoln at the Riverfront? Jeannie mentioned that the Dixon Tourism sign on the tollway is looking faded. Repainting time?

Meeting adjourned at 7:30.

Next meeting will be at the Comfort Inn meeting room on Aug. 12.

Respectfully submitted,
Jeanne Kuhn, Secretary

11-A

CITY OF DIXON

ORDINANCE NO. _____

**ORDINANCE AUTHORIZING A VARIANCE
PURSUANT TO THE PETITION OF MARY J. MACMILLIAN**

ADOPTED BY THE
COUNCIL
OF THE
CITY OF DIXON

THIS ____ DAY OF _____, 2013

Published in pamphlet form by authority of the Council of the City of Dixon, this ____ day of _____, 2013.

ORDINANCE NO. _____

**ORDINANCE AUTHORIZING A VARIANCE
PURSUANT TO THE PETITION OF MARY J. MACMILLIAN**

WHEREAS, Mary J. MacMillian has submitted a Petition to the City Council for a Variance for a fence to be located on the property commonly referred to as 712 Monroe Avenue, Dixon, Illinois; and

WHEREAS, the Petitioner desires that a Variance be granted to allow a six foot (6') high wire fence to be constructed on the Lot beginning near the rear of the garage which is located in the front of the Lot with the house located in the rear of the Lot. The purpose of the fence is to provide privacy, pet control and security; and

WHEREAS, the Petitioner's request for Variance is of the type and nature that can be granted under the Zoning Ordinances of the City of Dixon; and

WHEREAS, the Zoning Board of Appeals for the City of Dixon, after conducting a public hearing and making a finding of fact that the Petitioner's request complies with the standards necessary for a Variance, has recommended that a Variance be granted for this particular property; and

WHEREAS, the City Council for the City of Dixon concurs in the recommendation of the Zoning Board of Appeals for the City of Dixon.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Dixon, that a Variance be granted for the purpose of constructing a six foot (6') high wire fence on the following described property:

OF PROPERTY DESCRIBED AS:

The Southerly One-third (1/3) of Lot Number Two (2) in Block Number Eighty-six (86) in the Town, now City of Dixon, all situated in the County of Lee, in the State of Illinois.
PIN No. 07-08-05-407-007

BE IT FURTHER ORDAINED that the City hereby finds that all of the recitals contained in the preambles to this Ordinance are full, true and correct and does incorporate them into this Ordinance by this reference.

BE IT FURTHER ORDAINED that the granting of such Variance will not merely serve as a convenience to the Petitioner but is necessary to alleviate a demonstrable hardship which warrants the Variance requested by the Petitioner.

BE IT FURTHER ORDAINED that all ordinances and parts of ordinances in conflict herewith are, to the extent of such conflict, hereby repealed.

BE IT FURTHER ORDAINED that the City Clerk is hereby directed to publish this Ordinance in pamphlet form.

BE IT FURTHER ORDAINED that the provisions and sections of this Ordinance shall be deemed to be separable, and the invalidity of any portion of this Ordinance shall not affect the validity of the remainder.

BE IT FURTHER ORDAINED that this Ordinance shall be in full force and effect from and after its passage and approval and publication, as required by law.

Passed by the Mayor and the City Council of the City of Dixon on the _____ day of _____, 2013.

MAYOR

ATTEST:

City Clerk

ORDINANCE NO. _____

#11-C

**An Ordinance making Appropriations for the Corporate Purpose of the City of Dixon,
Lee County, Illinois for the Fiscal Year Commencing on the First Day of May, 2013
and Ending on the Thirtieth Day of April, 2014**

**Adopted by the City Council of the City of Dixon, Illinois
this 15th Day of July 2013**

**Published in pamphlet form by the authority of the City Council of the City of Dixon, Lee County,
Illinois, this 15th day of July 2013.**

APPROPRIATION ORDINANCE

The following APPROPRIATION ORDINANCE is only a listing or statement of experience requirements for the year, and such list when properly adopted by the City Council, becomes a legal limit beyond which officials cannot legally incur expenses for the current year covered by the Ordinance.

APPROPRIATION ORDINANCE

An Ordinance Appropriating for all corporate purposes of the City of Dixon, Lee County, Illinois, for the fiscal year commencing on the first day of May 2013, and ending on the thirtieth day of April, 2014.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF DIXON, LEE COUNTY, ILLINOIS:

Section I. That the amounts hereinafter set forth, or so much thereof as may be authorized by law, as may be needed and the same is hereby appropriated for the corporate purposes of the City of Dixon, Illinois to defray all necessary expenses and liabilities of the said City of Dixon, Illinois, as hereafter specified and for the fiscal year commencing on the first Day of May, 2013 and ending on the thirtieth day of April, 2014.

Section II. The amount appropriated for each object and purpose is as follows:

Summary by Fund:	<u>Appropriation Amount</u>
CITY COUNCIL	295,220
PUBLIC RELATIONS	122,200
FINANCE	365,100
POLICE & FIRE COMMISSION	13,000
ADMINISTRATION	1,605,687
INFORMATION TECHNOLOGY	169,547
PUBLIC WORKS	137,127
BUILDING & ZONING	258,989
STREETS	910,484
TRAFFIC MAINTENANCE	184,322
WELCOME CENTER	125,146
TRANSFERS	<u>2,590,133</u>
TOTAL GENERAL CORPORATE	6,776,953
FIRE	1,770,345
POLICE	3,630,559
BAND TAX	52,000
CEMETERY TAX	580,796
AUDIT TAX	46,800
CLAIM & JUDGMENT TAX	403,000
CIVIL DEFENSE TAX	157,300
ILLINOIS MUNICIPAL RETIRE.	325,000
SOCIAL SECURITY	260,000
LIBRARY	572,163
LIBRARY BUILDING & MAINT.	49,400
LIBRARY WORKING CASH	-
MOTOR FUEL	416,000
DOWNTOWN TIF	390,000
RIVERFRONT TIF	100,000
OAKWOOD ENDOWMENT	500
MUNICIPAL AIRPORT	174,974
EMERGENCY VEHICLE	795,180
CAPITAL PROJECT	1,730,300
EQUIPMENT	1,057,300
DEBT SERVICE	1,278,063
WATER	4,217,611
WASTEWATER	3,426,808
MEDICAL INSURANCE	1,235,000
WORKING CASH	-
FIREMEN'S PENSION	1,075,000
POLICEMAN'S PENSION	1,375,000
Total all Funds	31,896,052

From the General Corporate Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
<u>CITY COUNCIL</u>		
01-110-5110	FULLTIME SALARY	68,680
01-110-5120	PART TIME SALARY	40,560
01-110-5210	MEDICAL INSURANCE	9,082
01-110-5220	LIFE INSURANCE	98
01-110-5322	LEGAL	130,000
01-110-5323	OTHER CONTRACTUAL	39,000
01-110-5353	DUES & SUBSCRIPTIONS	1,300
01-110-5520	MILEAGE/MEAL ALLOWANCE	6,500
Total:		295,220
 <u>PUBLIC RELATIONS</u>		
01-120-5353	DUES	6,500
01-120-5810	DONATION EXP	115,700
Total:		122,200
 <u>FINANCE</u>		
01-130-5110	FULLTIME SALARY	238,196
01-130-5210	MEDICAL INSURANCE	39,459
01-130-5220	LIFE INSURANCE	345
01-130-5323	OTHER CONTRACTUAL	19,500
01-130-5340	INFO TECHNOLOGY	32,500
01-130-5350	POSTAGE	1,300
01-130-5351	TELEPHONE	2,600
01-130-5352	PRINTING/PUBLISHING	2,600
01-130-5353	DUES & SUBSCRIPTIONS	1,300
01-130-5362	BOND INSURANCE	1,300
01-130-5450	OFFICE SUPPLIES	20,800
01-130-5530	PROF DEV/TRAINING	5,200
Total:		365,100
 <u>POLICE & FIRE COMMISSION</u>		
01-140-5323	CONTRACTUAL EXP	10,400
01-140-5330	MEDICAL	1,300
01-140-5430	SUPPLIES	1,300
Total:		13,000

ADMINISTRATION

01-150-5110	RAISE CONTINGENCY	58,500
01-150-5323	INTERIM HR	52,000
01-150-5110	CITY ADMINISTRATOR	163,115
01-150-5360	PROPERTY INSURANCE	62,400
01-150-5370	HR ADVERTISING	2,600
01-150-5740	DEBT SERVICE PAYMENT	1,072,072
01-150-5620	ELECTRICITY	195,000
Total:		1,605,687

INFORMATION TECHNOLOGY

01-160-5110	FULLTIME SALARY	80,340
01-160-5210	MEDICAL INSURANCE	17,609
01-160-5220	LIFE INSURANCE	99
01-160-5340	INFO TECHNOLOGY	65,000
01-160-5430	OPERATING SUPPLIES	1,300
01-160-5530	PROF DEV/TRAINING	5,200
Total:		169,547

PUBLIC WORKS

01-210-5110	FULLTIME SALARY	40,170
01-210-5210	MEDICAL INSURANCE	26,690
01-210-5220	LIFE INSURANCE	196
01-210-5310	MAINT & REPAIRS	5,460
01-210-5321	ENGINEERING	33,020
01-210-5340	INFO TECHNOLOGY	6,240
01-210-5351	TELEPHONE	3,120
01-210-5353	DUES & SUBSCRIPTIONS	2,600
01-210-5370	PUBLIC RELATIONS	2,600
01-210-5420	FUEL AND OIL	1,950
01-210-5440	SMALL EQUIP/TOOLS	5,460
01-210-5450	OFFICE SUPPLIES	6,110
01-210-5530	PROF DEV/TRAINING	1,950
01-210-5890	OTHER EXP	1,560
Total:		137,127

BUILDING

01-220-5110	FULLTIME SALARY	196,651
01-220-5210	MEDICAL INSURANCE	44,299
01-220-5220	LIFE INSURANCE	294
01-220-5310	MAINT & REPAIRS	3,250
01-220-5350	POSTAGE	520
01-220-5351	TELEPHONE	2,600
01-220-5352	PRINTING/PUBLISHING	910
01-220-5353	DUES & SUBSCRIPTIONS	650
01-220-5420	FUEL AND OIL	2,340
01-220-5450	OFFICE SUPPLIES	4,225
01-220-5530	PROF DEV/TRAINING	3,250
Total:		258,989

STREETS

01-230-5110	FULLTIME SALARY	413,134
01-230-5120	PART TIME SALARY	10,400
01-230-5130	OVERTIME	6,500
01-230-5140	EXTRA DUTY PAY	650
01-230-5210	MEDICAL INSURANCE	63,015
01-230-5220	LIFE INSURANCE	590
01-230-5270	CLOTHING ALLOWANCE	5,720
01-230-5310	MAINT & REPAIRS	13,000
01-230-5330	MEDICAL EXP	1,300
01-230-5351	TELEPHONE	6,500
01-230-5353	DUES & SUBSCRIPTIONS	1,040
01-230-5420	FUEL AND OIL	52,000
01-230-5430	OPERATING SUPPLIES	328,835
01-230-5440	SMALL EQUIP/TOOLS	6,500
01-230-5520	MILEAGE/ MEAL ALLOWANCE	1,300
Total:		910,484

TRAFFIC MAINTENANCE

01-245-5110	FULLTIME SALARY	58,377
01-245-5120	PARTTIME SALARY	13,104
01-245-5210	MEDICAL INSURANCE	17,609
01-245-5220	LIFE INSURANCE	99
01-245-5270	CLOTHING ALLOWANCE	650
01-245-5310	MAINT & REPAIRS	6,500
01-245-5351	TELEPHONE	2,574
01-245-5420	FUEL AND OIL	3,640
01-245-5430	OPERATING SUPPLIES	67,470
01-245-5440	SMALL EQUIP/TOOLS	6,500
01-245-5530	PROF DEV/TRAINING	1,300
01-245-5890	OTHER EXP	6,500
Total:		184,322

TOURISM

01-440-5120	PART TIME WAGES	37,050
01-440-5323	CONTRACTUAL EXPENSES	1,300
01-440-5351	TELEPHONE	2,210
01-440-5353	DUES	157
01-440-5370	ADVERTISING	20,280
01-440-5430	SUPPLIES FOR RESALE	7,150
01-440-5450	OFFICE SUPPLIES	2,886
01-440-5530	TRAVEL EXPENSES	2,243
01-440-5810	DONATION EXPENSE	33,930
01-440-5840	RENT EXPENSE	14,040
01-440-5620	UTILITIES	3,900
Total:		125,146

TRANSFERS

01-500-7200	TRANSFER TO AIRPORT FUND	90,474
01-500-7200	TRANSFER TO CAP. PROJECTS FUND	1,730,300
01-500-7200	TRANSFER TO EQUIPMENT FUND	769,360
Total:		2,590,133

From the Fire Protection Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
<u>FIRE</u>		
01-310-5110	FULLTIME SALARY	1,129,250
01-310-5120	PART TIME SALARY	5,850
01-310-5130	OVERTIME	176,800
01-310-5140	EXTRA DUTY PAY	97,500
01-310-5210	MEDICAL INSURANCE	193,141
01-310-5220	LIFE INSURANCE	1,469
01-310-5310	MAINT & REPAIRS	14,300
01-310-5330	MEDICAL EXP	10,400
01-310-5351	TELEPHONE	6,500
01-310-5352	PRINTING	585
01-310-5353	DUES & SUBSCRIPTIONS	3,900
01-310-5730	LEASE PAYMENTS	6,500
01-310-5420	FUEL AND OIL	7,800
01-310-5430	OPERATING SUPPLIES	22,100
01-310-5440	SMALL EQUIP/TOOLS	18,200
01-310-5431	UNIFORMS	17,550
01-310-5450	OFFICE SUPPLIES	4,550
01-310-5520	MILEAGE/MEAL ALLOWANCE	1,950
01-310-5530	PROF DEV/TRAINING	26,000
01-310-5540	TUITION REIMBURSEMENT	10,400
01-310-5850	GRANT MATCH	15,600
Total:		1,770,345

From the Police Protection Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
<u>POLICE</u>		
01-350-5110	FULLTIME SALARY	2,367,812
01-350-5120	PART TIME SALARY	45,500
01-350-5130	OVERTIME	176,800
01-350-5140	EXTRA DUTY PAY	195,000
01-350-5210	MEDICAL INSURANCE	345,749
01-350-5220	LIFE INSURANCE	3,095
01-350-5310	MAINT & REPAIRS	109,503
01-350-5330	MEDICAL EXP	8,385
01-350-5340	INFO TECHNOLOGY	34,060
01-350-5350	POSTAGE	2,600
01-350-5351	TELEPHONE	35,100
01-350-5352	PRINTING/PUBLISHING	1,300
01-350-5353	DUES	3,250
01-350-5420	FUEL AND OIL	52,000
01-350-5430	OPERATING SUPPLIES	61,880
01-350-5431	UNIFORMS	26,000
01-350-5440	SMALL EQUIP/ TOOLS	42,250
01-350-5450	OFFICE SUPPLIES	7,800
01-350-5520	MILEAGE/ MEAL ALLOWNACE	13,000
01-350-5530	PROF DEV/TRAINING	18,200
01-350-5540	TUITION REIMBURSEMENT	6,500
01-350-5730	LEASE PAYMENT	26,000
01-350-5890	OTHER EXP	6,760
01-350-5740	DEBT PAYMENT	42,015
Total:		3,630,559

From the Band Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
01-430-5353	CONTRACTUAL WAGES	46,800
01-430-5430	OPERATING SUPPLIES	3,770
01-430-5520	MILEAGE/MEAL ALLOWANCE	1,430
Total:		52,000

From the Cemetery Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
<u>PUBLIC PROPERTY</u>		
01-240-5110	FULLTIME SALARY	240,594
01-240-5120	PART TIME WAGES	42,640
01-240-5130	OVERTIME	32,500
01-240-5140	EXTRA DUTY PAY	520
01-240-5210	MEDICAL INSURANCE	52,081
01-240-5220	LIFE INSURANCE	562
01-240-5270	CLOTHING ALLOWANCE	1,300
01-240-5310	MAINT & REPAIRS	112,515
01-240-5330	MEDICAL EXP	520
01-240-5321	ENGINEERING	2,600
01-240-5351	TELEPHONE	3,250
01-240-5353	DUES	1,950
01-240-5420	FUEL AND OIL	8,190
01-240-5430	OPERATING SUPPLIES	26,000
01-240-5440	SMALL EQUIP/TOOLS	19,500
01-240-5450	OFFICE SUPPLIES	10,530
01-240-5520	MILEAGE/ MEAL ALLOWANCE	1,755
01-240-5610	NATURAL GAS	6,370
01-240-5620	ELECTRICITY	2,080
01-240-5830	RE TAX EXPENSE	1,040
01-240-6300	FACILITY IMPROVEMENTS	14,300
Total:		580,796

From the Audit Tax :

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
01-130-5320	AUDIT EXP	46,800

From the Claims & Judgment Tax:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
01-150-5250	UNEMPLOYMENT	19,500
01-150-5260	WORKERS COMP	250,900
01-150-5361	LIABILITY INSURANCE	132,600
Total:		403,000

From the Civil Defense Tax:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
<u>POLICE</u>		
01-350-5323	OTHER CONTRACTUAL	157,300

From the IL Municipal Retirement Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
13-130-5230	PENSION PAYMENT	325,000

From the Social Security Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
14-130-5240	SOCIAL SECURITY PAYMENT	260,000

From the Library Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
15-410-5110	FULLTIME SALARY	64,613
15-410-5120	PARTTIME SALARY	275,119
15-410-5210	MEDICAL INS.	61,100
15-410-5220	LIFE INS.	618
15-410-5250	UNEMPLOYMENT INS	1,300
15-410-5340	INFO TECHNOLOGY	29,900
15-410-5341	TECH SUPPORT	9,750
15-410-5350	POSTAGE	910
15-410-5351	TELEPHONE	1,040
15-410-5352	PRINTING/PUBLISHING	1,300
15-410-5353	DUES & SUBSCRIPTIONS	390
15-410-5360	PROPERTY INS	1,300
15-410-5410	MAINTENANCE SUPPLIES	5,200
15-410-5431	ADULT LIBRARY MAT.	32,500
15-410-5432	YOUNG ADULT LIB. MAT.	7,150
15-410-5433	CHILD LIBRARY MAT.	20,150
15-410-5434	PERIODICALS	3,900
15-410-5435	MATERIALS DATABASE	9,750
15-410-5440	SMALL EQUIP/TOOLS	8,450
15-410-5450	OFFICE SUPPLIES	6,045
15-410-5510	PROGRAMS	3,900
15-410-5530	PROF DEV/TRAINING	910
15-410-5610	NATURAL GAS	3,900
15-410-5890	OTHER EXP	1,950
15-411-5430	GRANT PURCHASES	10,618
15-411-5510	GRANT PROGRAMS	2,600
15-411-5340	GRANT TECHNOLOGY	7,800
Total:		572,163

From the Library Building & Maintenance Tax:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
15-410-5310	MAINT. & REPAIRS	49,400

From the Library Working Cash Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
79-500-7200	TRANSFER TO LIBRARY	0

From the Motor Fuel Tax Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
17-230-6200	CAPITAL IMPROVEMENTS	416,000

From the Downtown TIF Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
18-130-6300	STREETSCAPE PROJECT	390,000

From the Riverfront TIF Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
19-500-7200	TRANSFER TO GENERAL	100,000

From the Oakwood Endowment Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
20-500-7200	TRANSFER TO CEMETERY	500

From the Municipal Airport Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
21-420-5110	SALARIES	72,584
21-420-5210	MEDICAL INSURANCE	9,081
21-420-5220	LIFE INSURANCE	99
21-420-5310	MAINT & REPAIRS	20,800
21-420-5322	LEGAL	1,040
21-420-5322	CONTRACT EXP	2,600
21-420-5340	INFO TECHNOLOGY	1,300
21-420-5351	TELEPHONE	3,900
21-420-5353	DUES	260
21-420-5360	PROPERTY INS	17,940
21-420-5430	OPERATING SUPPLIES	14,170
21-420-5610	NATURAL GAS	7,150
21-420-5620	ELECTRICITY	13,130
21-420-5830	RE TAX EXPENSE	1,820
21-420-5850	GRANT MATCH	9,100
Total:		174,974

From the Emergency Vehicle Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
24-310-5110	FULL TIME SALARY	195,736
24-310-5130	OVERTIME	31,200
24-310-5140	EXTRA DUTY PAY	19,500
24-350-5210	MEDICAL INSURANCE	33,283
24-350-5220	LIFE INSURANCE	251
24-310-5310	MAINT AND REPAIRS	4,550
24-310-5350	POSTAGE	1,950
24-310-5351	TELEPHONE	5,850
24-310-5352	PRINTING/PUBLISHING	2,600
24-310-5420	FUEL AND OIL	5,200
24-310-5430	OPERATING SUPPLIES	46,150
24-310-5431	UNIFORMS	6,500
24-310-5440	SMALL TOOLS AND EQUIP	9,100
24-310-5530	PROF DEV/TRAINING	23,400
24-310-5740	DEBT SERVICE	121,961
24-500-7200	EQUIPMENT TRANSFER	287,950
Total:		795,180

From the Capital Project Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
31-130-6200	CAPITAL IMPROVEMENTS	1,730,300

From the Equipment Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
39-130-6400	EQUIPMENT	1,057,300

From the Debt Service Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
41-000-2120	PRINCIPAL PAYMENT	513,630
41-130-5720	INTEREST EXPENSE	764,433
Total:		1,278,062

From the Water Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
51-250-5120	FULLTIME SALARY	751,946
51-250-5120	PARTTIME SALARY	13,000
51-250-5130	OVERTIME	39,000
51-250-5210	MEDICAL INS	138,276
51250-5220	LIFE INSURANCE	1,008
51-250-5260	WORKERS COMP	24,800
51-250-5270	CLOTHING ALLOW	5,200
51-250-5310	MAINT & REPAIRS	195,000
51-250-5320	AUDITING	8,450
51-250-5321	ENGINEERING	2,600
51-250-5322	LEGAL	2,600
51-250-5323	CONTRACTUAL	19,500
51-250-5330	MEDICAL EXPENSE	2,600
51-250-5340	INFO TECHNOLOGY	6,500
51-250-5350	POSTAGE	9,100
51-250-5351	TELEPHONE	19,500
51-250-5352	PRINTING	9,100
51-250-5353	DUES	6,500
51-250-5360	PROPERTY INS	44,984
51-250-5361	LIABILITY INS	13,062
51-250-5420	FUEL AND OIL	15,600
51-250-5430	OPER. SUPPLIES	195,000
51-250-5440	SMALL EQUIP/TOOLS	6,500
51-250-5450	OFFICE SUPPLIES	1,950
51-250-5530	PROF DEV/TRAIN	5,200
51-250-5610	NATURAL GAS	10,400
51-250-5620	ELECTRICITY	260,000
51-250-5720	INTEREST EXPENSE	282,439
51-250-5820	BAD DEBT EXP	1,300
51-250-5890	OTHER EXP	2,600
51-000-2210	DEBT REPAYMENT	879,146
51-250-6400	EQUIPMENT	168,350
51-250-6200	CAPITAL IMPROV.	1,076,400
Total:		4,217,611

From the Waste Water Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
52-260-5110	FULLTIME SALARY	360,563
52-260-5120	PARTTIME SALARY	10,400
52-260-5130	OVERTIME	19,500
52-260-5140	EXTRA DUTY PAY	13,000
52-260-5210	MEDICAL INSURANCE	73,685
52-260-5220	LIFE INSURANCE	520
52-260-5270	CLOTHING ALLOW	1,950
52-260-5260	WORKERS COMP	9,317
52-260-5320	AUDITING	7,800
52-260-5310	MAINT & REPAIRS	377,000
52-260-5321	ENGINEERING	78,000
52-260-5322	LEGAL	3,900
52-260-5323	OTHER CONTRACTUAL	39,000
52-260-5330	MEDICAL EXPENSE	650
52-260-5340	INFO TECHNOLOGY	104,000
52-260-5350	POSTAGE	7,800
52-260-5351	TELEPHONE	9,100
52-260-5352	PRINTING	10,400
52-260-5353	DUES & SUBSCRIPTIONS	1,950
52-260-5360	PROPERTY INS	15,565
52-260-5361	LIABILITY INS	4,908
52-260-5420	FUEL AND OIL	13,000
52-260-5430	OPERATING SUPPLIES	45,500
52-260-5440	SMALL EQUIP/TOOLS	65,000
52-260-5450	OFFICE SUPPLIES	2,600
52-260-5520	MILEAGE MEAL ALLOW	2,600
52-260-5530	PROF DEV/TRAINING	3,900
52-260-5610	NATURAL GAS	19,500
52-260-5620	ELECTRICITY	325,000
52-260-5720	INTEREST EXPENSE	312,710
52-260-5820	BAD DEBT EXP	1,300
52-000-2510	DEBT REPAYMENT	1,328,090
52-000-1940	EQUIPMENT	158,600
Total:		3,426,808

From the Medical Insurance Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
61-130-5210	MEDICAL PREMIUMS	130,000
61-130-5220	LIFE PREMIUM	19,500
61-130-5330	MEDICAL EXPENSES	1,085,500
Total:		1,235,000

From the Working Cash Fund:

<u>Account #</u>	<u>Description</u>	<u>Appropriation Amount</u>
71-500-7200	TRANSFER TO GENERAL	0

From the Fireman's Pension Fund:

<u>Description</u>	<u>Appropriation Amount</u>
RETIREMENT BENEFITS	900,000
PROFESSIONAL SERVICES	30,000
INVESTMENT EXPENSES	130,000
OTHER EXPENSES	15,000
Total:	1,075,000

From the Policeman's Pension Fund:

<u>Description</u>	<u>Appropriation Amount</u>
RETIREMENT BENEFITS	1,200,000
PROFESSIONAL SERVICES	30,000
INVESTMENT EXPENSES	130,000
OTHER EXPENSES	15,000
Total:	1,375,000

Section III: That all sums of money not needed for immediate purposes may be invested in securities of the Federal Government, in Federally Insured Savings and Loan Associations, or in banks defined by the IL Banking Act.

Section IV: All unexpended balances of any item or items on any general appropriation made by this ordinance may be expended in making up insufficiency in any item or items for the same general purpose or in any appropriation made by this ordinance.

Section V: Partial Invalidity. If any section, subdivision or sentence of this ordinance is for any reason held invalid or to be unconstitutional, such decision shall not affect the validity of the remaining portion of this ordinance.

Section VI: This ordinance shall be in full force and effect from and after the passage and approval and publication as provided by law. All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

Section VII: A certified copy of this appropriation ordinance must be filed with the County Clerk within 30 days after adoption.

This ordinance adopted this 15th day of July 2013.

Mayor

ATTEST:

City Clerk

#11-D

CITY OF DIXON

ORDINANCE NO. _____

**ORDINANCE AMENDING THE DIXON CITY CODE
TITLE VI, CHAPTER 11, SECTION 6-11-3 (B)**

**ADOPTED BY THE
COUNCIL
OF THE
CITY OF DIXON**

THIS ____ DAY OF _____, 2013

**Published in pamphlet form by authority of the Council of the City of Dixon, this ____ day
of _____, 2013.**

ORDINANCE NO. _____

**ORDINANCE AMENDING THE DIXON CITY CODE
Title VI, Chapter 11, Section 6-11-3 (B)**

BE IT ORDAINED by the Council of the City of Dixon, Illinois:

SECTION 1: That, Title VI, Chapter 11, Section 6-11-3 (B) of the Dixon City Code, 1963, as amended, is hereby further amended by adding the following new subsection 37 to read as follows:

“6-11-3 (B) Special Uses

37. Government Animal Control Facility.”

SECTION 2: In all other respects Title VI, Chapter 11, Section 6-11-3 (B) shall remain in full force and effect.

SECTION 3: The provisions and sections of this Ordinance shall be deemed to be separable, and the invalidity of any portion of this Ordinance shall not affect the validity of the remainder.

SECTION 4: All ordinances and parts of ordinances in conflict herewith are, to the extent of such conflict, hereby repealed.

SECTION 5: The City Clerk is hereby directed to publish this Ordinance in pamphlet form.

SECTION 6: This Ordinance shall be in full force and effect from and after its passage and approval, and publication as required by law.

Passed by the Mayor and the City Council of the City of Dixon on the _____ day of _____, 2013.

MAYOR

ATTEST:

City Clerk

11-E

CITY OF DIXON

ORDINANCE NO. _____

**ORDINANCE AUTHORIZING SPECIAL USE FOR THE OPERATION OF
AN ANIMAL CONTROL FACILITY
PURSUANT TO THE PETITION OF LEE COUNTY**

ADOPTED BY THE
COUNCIL
OF THE
CITY OF DIXON

THIS ____ DAY OF _____, 2013

Published in pamphlet form by authority of the Council of the City of Dixon, this ____ day of _____, 2013.

ORDINANCE NO. _____

**ORDINANCE AUTHORIZING SPECIAL USE FOR THE OPERATION OF
AN ANIMAL CONTROL FACILITY
PURSUANT TO THE PETITION OF LEE COUNTY**

WHEREAS, Lee County has submitted a Petition to the City Council for a Special Use for property commonly referred to as Lots 6 and 7, Lee County Business Park, Phase II, County of Lee, Illinois; and

WHEREAS, the Special Use that has been requested by Petitioner is for the operation of an animal control facility; and

WHEREAS, the operation of an animal control facility is a matter for which Special Use status can be granted under the Zoning Ordinances for the City of Dixon; and

WHEREAS, the Plan Commission for the City, after conducting a public hearing has recommended to the City Council that a Special Use be granted for this particular property pursuant to the request of the Petitioner; and

WHEREAS, the City Council for the City of Dixon concurs in the recommendation of the Plan Commission for the City of Dixon.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Dixon that a Special Use be granted to the following described property for the purpose of the operation of an animal control facility:

Lot 6 and Lot 7 of Lee County Business Park, Phase II
PIN Nos.: 18-08-16-200-022 and 18-08-16-200-032

and more commonly known as Lots 6 and 7, Lee County Business Park, Phase II, Lee County, Illinois.

BE IT FURTHER ORDAINED that the Special Use granted herein shall be listed on Appendix C and filed with the City Clerk of the City of Dixon as provided in Section 6-13-18 of the City Code.

BE IT FURTHER ORDAINED that the City hereby finds that all of the recitals contained in the preambles to this Ordinance are full, true and correct and does incorporate them into this Ordinance by this reference.

BE IT FURTHER ORDAINED that the provisions and sections of this Ordinance shall be deemed to be separable, and the invalidity of any portion of this Ordinance shall not affect the validity of the remainder.

BE IT FURTHER ORDAINED that all ordinances and parts of ordinances in conflict herewith are, to the extent of such conflict, hereby repealed.

BE IT FURTHER ORDAINED that the City Clerk is hereby directed to publish this Ordinance in pamphlet form.

BE IT FURTHER ORDAINED that this Ordinance shall be in full force and effect from and after its passage and approval and publication, as required by law.

Passed by the Mayor and the City Council of the City of Dixon on the _____ day of _____, 2013.

MAYOR

ATTEST:

City Clerk

#12-C

CONTRACT FOR LEGAL SERVICES

This Agreement made this _____ day of _____, 2013, by and between LAW OFFICES OF BUH & JOHNSON ("Prosecutor"), and the CITY OF DIXON, ILLINOIS, a municipal corporation ("City").

1. City agrees to retain Prosecutor to represent the City solely for services related to prosecution of ordinance violations on behalf of the City. City authorizes Prosecutor to appear on behalf of the City in any and all ordinance violation prosecutions to be filed on behalf of the City, to enter into discussions toward settlement of such prosecutions, or to otherwise proceed as Prosecutor deems advisable in the exercise of his prosecutorial and professional discretion.

2. The City shall be responsible for payment to Prosecutor for legal representation with respect to ordinance violations on the basis of the following schedule:

(a) \$200.00 in fees for the prosecution of any driving under the influence charge brought under the ordinances of the City of Dixon;

(b) \$50.00 in fees for any litigated motion;

(c) \$50.00 in fees for a bench trial;

(d) \$100.00 in fees for a jury trial;

(e) \$100.00 in fees for all other ordinance violations; and

(f) limitations: the fee due and owing to Prosecutor shall be a minimum of \$25.00 per case, with a maximum of \$100.00 on all non-driving under the influence cases. In no event shall the fee exceed 25% of the amount of the fine awarded to the City, with the exception of the \$25.00 minimum set forth in the preceding sentence.

3. Fees shall be due and payable within 45 days of receipt of the invoice directed by Prosecutor. Invoices shall be directed after the first of each month. Invoices shall be itemized according to the fee line items set forth in paragraph 2 above for each case undertaken by Prosecutor.

4. The term of this Contract shall be for a period of two years from the date of execution hereof. This Contract shall be terminable at will upon written notice by the City directed to the address listed below for Prosecutor.

5. Prosecutor may terminate this Contract upon 90 days written notice to the City, except in the event of material default of the City which persists in excess of 30 days after written notice from Prosecutor.

6. City agrees to cooperate in the prosecution of any such ordinance violation cases. Prosecutor agrees that the Chief of Police of the City of Dixon shall be responsible for consultation with Prosecutor with respect to any and all such prosecutions.

7. This agreement shall be interpreted and governed under the laws of the State of Illinois.

ATTEST:

Mayor

City Clerk

Law Offices of Johnson & Buh, by Peter Buh
115 Cambell Street, Suite 208
Geneva, IL 60134

#12-D

ORDINANCE NO. ____

AN ORDINANCE CREATING AND ADOPTING AN OPERATING BUDGET FOR
THE
CITY OF DIXON, LEE COUNTY, ILLINOIS
COMMENCING ON THE FIRST DAY OF MAY, 2013
AND ENDING ON THE THIRTIETH DAY OF APRIL, 2014

ADOPTED BY THE CITY COUNCIL
OF THE
CITY OF DIXON, ILLINOIS
THIS ____ DAY OF _____, 2013

ORDINANCE NO. ____

ANNUAL BUDGET

An Ordinance budgeting for all corporate purposes for the CITY OF DIXON, ILLINOIS, for the fiscal year commencing on the 1st day of May, 2013, and ending on the 30th day of April, 2013.

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

SECTION I. That the amounts hereinafter set forth as may be needed and the same is hereby budgeted for the purposes of the CITY OF DIXON, ILLINOIS, to defray all necessary expenses and liabilities of said CITY OF DIXON, ILLINOIS, as hereinafter specified for the fiscal year commencing the 1st day of May, 2013, and ending the 30th day of April, 2014.

SECTION II. The amount budgeted for each object and purpose is as follows:

<u>GENERAL FUND</u>	<u>FY14 BUDGET</u>
01-001-4110 CORPORATE RE TAX LEVY	756,875
01-001-4111 POLICE RE TAX LEVY	1,037,999
01-001-4112 FIRE RE TAX LEVY	72,599
01-001-4113 AUDIT RE TAX LEVY	44,980
01-001-4114 ROAD & BRIDGE TAX	59,000
01-001-4115 CLAIM & JUDGMNT RE TAX LEVY	362,954
01-001-4116 CIVIL DEFENSE RE TAX LEVY	17,819
01-001-4118 BAND RE TAX LEVY	20,068
01-001-4119 CEMETERTY RE TAX LEVY	43,250
01-001-4120 UTILITY TAXES	600,000
01-001-4130 MOTEL TAX	60,000
01-001-4140 TELECOM TAX	91,000
01-001-4210 REGISTRATION FEES	4,000
01-001-4211 LIQUOR LICENSES	45,000
01-001-4212 FRANCHISE LICENSE	185,000
01-001-4213 OTHER LICENSES	2,000
01-001-4220 PERMITS	40,000
01-001-4230 FINES	177,000
01-001-4310 STATE INCOME TAX	1,500,000
01-001-4320 CPPRT	550,000

01-001-4325	ROAD AND BRIDGE REPLAC TAX	28,000
01-001-4340	SALES TAX	2,860,000
01-001-4341	SALES TAX REBATE	(60,000)
01-001-4345	NON HOME RULE SALES TAX	820,000
01-001-4410	LANDFILL REVENUE	670,000
01-001-4412	BAND SALES/ CONTRIBUTIONS	3,000
01-001-4413	CEMETERY INTERNMENT	30,000
01-001-4414	CEMETERY SALES	35,000
01-001-4420	RURAL FIRE DISTRICT FEE	240,000
01-001-4910	INTEREST INCOME	500
01-001-4950	MISCELLANEOUS	20,000
01-001-4970	SALE OF PROPERTY AND EQUIPMENT	5,000
Total:		10,321,044

TRANSFERS

01-500-7200	TRANSFER TO AIRPORT FUND	(69,595)
01-500-7200	TRANSFER TO CAP. PROJECTS FUND	(1,331,000)
01-500-7200	TRANSFER TO EQUIPMENT FUND	(591,815)
Total:		(1,992,410)

CITY COUNCIL

01-110-5110	FULLTIME SALARY	52,831
01-110-5120	PART TIME SALARY	31,200
01-110-5210	MEDICAL INSURANCE	6,986
01-110-5220	LIFE INSURANCE	75
01-110-5322	LEGAL	100,000
01-110-5323	OTHER CONTRACTUAL	30,000
01-110-5353	DUES & SUBSCRIPTIONS	1,000
01-110-5520	MILEAGE/MEAL ALLOWANCE	5,000
Total:		227,092

PUBLIC RELATIONS

01-120-5353	DUES	5,000
01-120-5810	DONATION EXP	114,000
Total:		119,000

FINANCE

01-130-5110	FULLTIME SALARY	183,228
01-130-5210	MEDICAL INSURANCE	30,353
01-130-5220	LIFE INSURANCE	265
01-130-5320	AUDIT EXP	36,000
01-130-5323	OTHER CONTRACTUAL	15,000

01-130-5340	INFO TECHNOLOGY	25,000
01-130-5350	POSTAGE	1,000
01-130-5351	TELEPHONE	2,000
01-130-5352	PRINTING/PUBLISHING	2,000
01-130-5353	DUES & SUBSCRIPTIONS	1,000
01-130-5362	BOND INSURANCE	1,000
01-130-5450	OFFICE SUPPLIES	16,000
01-130-5530	PROF DEV/TRAINING	4,000
Total:		316,846

POLICE & FIRE COMMISSION

01-140-5323	CONTRACTUAL EXP	8,000
01-140-5330	MEDICAL	1,000
01-140-5430	SUPPLIES	1,000
Total:		10,000

ADMINISTRATION

01-150-5110	RAISE CONTINGENCY	45,000
01-150-5323	INTERIM HR	40,000
01-150-5110	CITY ADMINISTRATOR	100,473
01-150-5250	UNEMPLOYMENT	15,000
01-150-5260	WORKERS COMP	193,000
01-150-5360	PROPERTY INSURANCE	48,000
01-150-5361	LIABILITY INSURANCE	102,000
01-150-5370	HR ADVERTISING	2,000
01-150-5740	DEBT SERVICE PAYMENT	824,671
01-150-5620	ELECTRICITY	150,000
Total:		1,520,144

INFORMATION TECHNOLOGY

01-160-5110	FULLTIME SALARY	1,800
01-160-5210	MEDICAL INSURANCE	13,545
01-160-5220	LIFE INSURANCE	76
01-160-5340	INFO TECHNOLOGY	50,000
01-160-5430	OPERATING SUPPLIES	1,000
01-160-5530	PROF DEV/TRAINING	4,000
Total:		130,421

PUBLIC WORKS

01-210-5110	FULLTIME SALARY	30,900
01-210-5210	MEDICAL INSURANCE	20,531
01-210-5220	LIFE INSURANCE	151

01-210-5310	MAINT & REPAIRS	4,200
01-210-5321	ENGINEERING	25,400
01-210-5340	INFO TECHNOLOGY	4,800
01-210-5351	TELEPHONE	2,400
01-210-5353	DUES & SUBSCRIPTIONS	2,000
01-210-5370	PUBLIC RELATIONS	2,000
01-210-5420	FUEL AND OIL	1,500
01-210-5440	SMALL EQUIP/TOOLS	4,200
01-210-5450	OFFICE SUPPLIES	4,700
01-210-5530	PROF DEV/TRAINING	1,500
01-210-5890	OTHER EXP	1,200
Total:		105,482

BUILDING & ZONING

01-220-5110	FULLTIME SALARY	151,270
01-220-5210	MEDICAL INSURANCE	34,076
01-220-5220	LIFE INSURANCE	226
01-220-5310	MAINT & REPAIRS	2,500
01-220-5350	POSTAGE	400
01-220-5351	TELEPHONE	2,000
01-220-5352	PRINTING/PUBLISHING	700
01-220-5353	DUES & SUBSCRIPTIONS	500
01-220-5420	FUEL AND OIL	1,800
01-220-5450	OFFICE SUPPLIES	3,250
01-220-5530	PROF DEV/TRAINING	2,500
Total:		199,222

STREETS

01-230-5110	FULLTIME SALARY	317,795
01-230-5120	PART TIME SALARY	8,000
01-230-5130	OVERTIME	5,000
01-230-5140	EXTRA DUTY PAY	500
01-230-5210	MEDICAL INSURANCE	48,473
01-230-5220	LIFE INSURANCE	454
01-230-5270	CLOTHING ALLOWANCE	4,400
01-230-5310	MAINT & REPAIRS	10,000
01-230-5330	MEDICAL EXP	1,000
01-230-5351	TELEPHONE	5,000
01-230-5353	DUES & SUBSCRIPTIONS	800
01-230-5420	FUEL AND OIL	40,000
01-230-5430	OPERATING SUPPLIES	252,950
01-230-5440	SMALL EQUIP/TOOLS	5,000
01-230-5520	MILEAGE/ MEAL ALLOWANCE	1,000

Total: 700,372

PUBLIC PROPERTY

01-240-5110	FULLTIME SALARY	185,072
01-240-5120	PART TIME WAGES	32,800
01-240-5130	OVERTIME	25,000
01-240-5140	EXTRA DUTY PAY	400
01-240-5210	MEDICAL INSURANCE	40,062
01-240-5220	LIFE INSURANCE	432
01-240-5270	CLOTHING ALLOWANCE	1,000
01-240-5310	MAINT & REPAIRS	86,550
01-240-5330	MEDICAL EXP	400
01-240-5321	ENGINEERING	2,000
01-240-5351	TELEPHONE	2,500
01-240-5353	DUES	1,500
01-240-5420	FUEL AND OIL	6,300
01-240-5430	OPERATING SUPPLIES	20,000
01-240-5440	SMALL EQUIP/TOOLS	15,000
01-240-5450	OFFICE SUPPLIES	8,100
01-240-5520	MILEAGE/ MEAL ALLOWANCE	1,350
01-240-5610	NATURAL GAS	4,900
01-240-5620	ELECTRICITY	1,600
01-240-5830	RE TAX EXPENSE	800
01-240-6300	FACILITY IMPROVEMENTS	11,000
Total:		446,766

TRAFFIC MAINTENANCE

01-245-5110	FULLTIME SALARY	44,905
01-245-5120	PARTTIME SALARY	10,080
01-245-5210	MEDICAL INSURANCE	13,545
01-245-5220	LIFE INSURANCE	76
01-245-5270	CLOTHING ALLOWANCE	500
01-245-5310	MAINT & REPAIRS	5,000
01-245-5351	TELEPHONE	1,980
01-245-5420	FUEL AND OIL	2,800
01-245-5430	OPERATING SUPPLIES	51,900
01-245-5440	SMALL EQUIP/TOOLS	5,000
01-245-5530	PROF DEV/TRAINING	1,000
01-245-5890	OTHER EXP	5,000
Total:		141,786

FIRE

01-310-5110	FULLTIME SALARY	868,654
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01-310-5120	PART TIME SALARY	4,500
01-310-5130	OVERTIME	136,000
01-310-5140	EXTRA DUTY PAY	75,000
01-310-5210	MEDICAL INSURANCE	148,570
01-310-5220	LIFE INSURANCE	1,130
01-310-5310	MAINT & REPAIRS	11,000
01-310-5330	MEDICAL EXP	8,000
01-310-5351	TELEPHONE	5,000
01-310-5352	PRINTING	450
01-310-5353	DUES & SUBSCRIPTIONS	3,000
01-310-5730	LEASE PAYMENTS	5,000
01-310-5420	FUEL AND OIL	6,000
01-310-5430	OPERATING SUPPLIES	17,000
01-310-5440	SMALL EQUIP/TOOLS	14,000
01-310-5431	UNIFORMS	13,500
01-310-5450	OFFICE SUPPLIES	3,500
01-310-5520	MILEAGE/MEAL ALLOWANCE	1,500
01-310-5530	PROF DEV/TRAINING	20,000
01-310-5540	TUITION REIMBURSEMENT	8,000
01-310-5850	GRANT MATCH	12,000
Total:		1,361,804

POLICE

01-350-5110	FULLTIME SALARY	1,821,394
01-350-5120	PART TIME SALARY	35,000
01-350-5130	OVERTIME	136,000
01-350-5140	EXTRA DUTY PAY	150,000
01-350-5210	MEDICAL INSURANCE	265,961
01-350-5220	LIFE INSURANCE	2,381
01-350-5310	MAINT & REPAIRS	84,233
01-350-5323	OTHER CONTRACTUAL	121,000
01-350-5330	MEDICAL EXP	6,450
01-350-5340	INFO TECHNOLOGY	26,200
01-350-5350	POSTAGE	2,000
01-350-5351	TELEPHONE	27,000
01-350-5352	PRINTING/PUBLISHING	1,000
01-350-5353	DUES	2,500
01-350-5420	FUEL AND OIL	40,000
01-350-5430	OPERATING SUPPLIES	47,600
01-350-5431	UNIFORMS	20,000
01-350-5440	SMALL EQUIP/ TOOLS	32,500
01-350-5450	OFFICE SUPPLIES	6,000
01-350-5520	MILEAGE/ MEAL ALLOWNACE	10,000

01-350-5530	PROF DEV/TRAINING	14,000
01-350-5540	TUITION REIMBURSEMENT	5,000
01-350-5730	LEASE PAYMENT	20,000
01-350-5890	OTHER EXP	5,200
01-350-5740	DEBT PAYMENT	32,319
Total:		2,913,738

WELCOME CENTER

01-440-5850	SALES	(6,100)
01-440-5120	PART TIME WAGES	28,500
01-440-5323	CONTRACTUAL EXPENSES	1,000
01-440-5351	TELEPHONE	1,700
01-440-5353	DUES	121
01-440-5370	ADVERTISING	15,600
01-440-5430	SUPPLIES FOR RESALE	5,500
01-440-5450	OFFICE SUPPLIES	2,220
01-440-5530	TRAVEL EXPENSES	1,725
01-440-5810	DONATION EXPENSE	26,100
01-440-5840	RENT EXPENSE	10,800
01-440-5620	UTILITIES	3,000
Total:		90,166

BAND

01-430-5353	CONTRACTUAL WAGES	36,000
01-430-5430	OPERATING SUPPLIES	2,900
01-430-5520	MILEAGE/MEAL ALLOWANCE	1,100
Total:		40,000

EMERGENCY VEHICLE

24-001-4410	USER FEES	300,000
24-001-4910	INTEREST INCOME	1,000
24-001-4930	CONTRIBUTION INCOME	12,500
24-001-4350	GRANT INCOME	26,000
Total:		339,500

24-310-5110	FULL TIME SALARY	150,566
24-310-5130	OVERTIME	24,000
24-310-5140	EXTRA DUTY PAY	15,000
24-350-5210	MEDICAL INSURANCE	25,602
24-350-5220	LIFE INSURANCE	193
24-310-5310	MAINT AND REPAIRS	3,500

24-310-5350	POSTAGE	1,500
24-310-5351	TELEPHONE	4,500
24-310-5352	PRINTING/PUBLISHING	2,000
24-310-5420	FUEL AND OIL	4,000
24-310-5430	OPERATING SUPPLIES	35,500
24-310-5431	UNIFORMS	5,000
24-310-5440	SMALL TOOLS AND EQUIP	7,000
24-310-5530	PROF DEV/TRAINING	18,000
24-310-5740	DEBT SERVICE	93,816
24-500-7200	EQUIPMENT TRANSFER	221,500
Total:		611,677

AIRPORT

21-001-4920	RENTAL INCOME	65,000
21-500-7100	TRANSFER FROM GENERAL	69,595
Total:		134,595

21-420-5110	SALARIES	55,834
21-420-5210	MEDICAL INSURANCE	6,985
21-420-5220	LIFE INSURANCE	76
21-420-5310	MAINT & REPAIRS	16,000
21-420-5322	LEGAL	800
21-420-5322	CONTRACT EXP	2,000
21-420-5340	INFO TECHNOLOGY	1,000
21-420-5351	TELEPHONE	3,000
21-420-5353	DUES	200
21-420-5360	PROPERTY INS	13,800
21-420-5430	OPERATING SUPPLIES	10,900
21-420-5610	NATURAL GAS	5,500
21-420-5620	ELECTRICITY	10,100
21-420-5830	RE TAX EXPENSE	1,400
21-420-5850	GRANT MATCH	7,000
Total:		134,595

CAPITAL PROJECTS

31-500-7100	Transfer from General	1,331,000
31-130-6200	Police Radio Coverage Improvements	150,000
31-130-6200	City Hall HVAC and Roof	400,000
31-130-6200	Street Lighting	30,000

31-130-6200	Street Tuckpointing	70,000
31-130-6200	West 7th Annex Roof	38,000
31-130-6200	Cemetery Building Plan	50,000
31-130-6200	Repaving Streets	250,000
31-130-6200	Public Property Improvements	263,000
31-130-6200	Contingency	80,000
Total:		1,331,000

EQUIPMENT FUND

39-500-7100	Transfer from General	591,815
39-500-7101	Transfer from EV	221,500
Total:		813,315

39-130-6400	Used bucket truck	72,000
39-130-6400	Pickup truck	32,000
39-130-5440	Tommy lift	4,065
39-130-5440	Equipment trailer	5,000
39-130-5440	Handheld hydraulic breaker	3,000
39-130-6400	Dumptruck w plow	130,000
39-130-6400	Dumptruck	120,000
39-130-6400	Pickup truck	35,000
39-130-6400	2 Squad cars	56,000
39-130-6400	Tahoe	34,000
39-130-5440	Speed trailer (4000 contrib)	5,750
39-130-5440	New Sound System	5,000
39-130-6400	Contingency	90,000
39-130-5440	FIRE SOFTWARE	8,000
39-130-6400	FIRE PICKUP TRUCK	30,000
39-130-6400	AMBULANCE	175,000
39-130-5440	THERMAL CAMERA	8,500
Total:		813,315

MOTOR FUEL TAX

17-001-4340	FUEL SALES TAX	400,000
17-230-6200	CAPITAL IMPROV.	320,000

DOWNTOWN TIF

18-001-4110	RE TAX LEVY	320,000
18-001-4910	INTEREST INCOME	500
	UDAG LOAN REPAYMENTS	2,400

Total: **322,900**

18-130-6300 STREET SCAPE PROJECT **300,000**

RIVERFRONT TIF

19-001-4110 RE TAX LEVY 137,000

19-001-4910 INTEREST INCOME 150

Total: **137,150**

IMRF

13-001-4910 INTEREST INCOME **1,500**

13-130-5230 PENSION **250,000**

SOCIAL SECURITY FUND

14-001-4910 INTEREST INCOME **750**

14-130-5240 SOCIAL SECURITY **200,000**

LIBRARY

15-001-4110 RE TAX LEVY 304,000

15-001-4230 OVERDUE FINES 7,500

15-001-4320 CPPRT 50,000

15-001-4350 STATE GRANTS 16,168

15-001-4410 NON RESIDENT FEES 12,000

15-001-4412 SALES 7,500

15-001-4910 INTEREST INCOME 100

15-001-4930 DONATIONS 15,000

Total: **412,268**

15-410-5110 FULLTIME SALARY 49,702

15-410-5120 PARTTIME SALARY 211,630

15-410-5210 MEDICAL INS. 47,000

15-410-5220 LIFE INS. 475

15-410-5250 UNEMPLOYMENT INS 1,000

15-410-5340 INFO TECHNOLOGY 23,000

15-410-5341 TECH SUPPORT 7,500

15-410-5350 POSTAGE 700

15-410-5351 TELEPHONE 800

15-410-5352 PRINTING/PUBLISHING 1,000

15-410-5353	DUES & SUBSCRIPTIONS	300
15-410-5360	PROPERTY INS	1,000
15-410-5410	MAINTENANCE SUPPLIES	4,000
15-410-5431	ADULT LIBRARY MAT.	25,000
15-410-5432	YOUNG ADULT LIB. MAT.	5,500
15-410-5433	CHILD LIBRARY MAT.	15,500
15-410-5434	PERIODICALS	3,000
15-410-5435	MATERIALS DATABASE	7,500
15-410-5440	SMALL EQUIP/TOOLS	6,500
15-410-5450	OFFICE SUPPLIES	4,650
15-410-5510	PROGRAMS	3,000
15-410-5530	PROF DEV/TRAINING	700
15-410-5610	NATURAL GAS	3,000
15-410-5890	OTHER EXP	1,500
15-411-5430	GRANT PURCHASES	8,168
15-411-5510	GRANT PROGRAMS	2,000
15-411-5340	GRANT TECHNOLOGY	6,000
15-410-5310	MAINT & REPAIRS	38,000
Total:		478,125

OAKWOOD ENDOWMENT

20-001-4412	SALES	5,000
20-001-4910	INTEREST INCOME	500
Total:		5,500

20-500-7200	TRANSFER TO CEMETERY	500
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DEBT SERVICE FUND

41-130-5740	DEBT SERVICE TRANSFER IN	983,125
41-000-2120	PRINCIPAL PAYMENT	395,100
41-130-5720	INTEREST EXPENSE	588,025
Total:		983,125

INSURANCE FUND

61-001-4410	PREMIUMS	950,000
61-130-5210	MEDICAL PREMIUMS	100,000
61-130-5220	LIFE PREMIUM	15,000
61-130-5330	MEDICAL EXPENSES	835,000

Total:	950,000
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WASTEWATER

52-001-4410	USER FEES	2,800,000
52-001-4411	HOOKUP FEES	1,000
52-001-4412	SERVICE FEES	40,500
52-001-4420	MAJOR USER FEES	240,000
52-001-4430	LAB FEES	5,000

Total:	3,086,500
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52-260-5110	FULLTIME SALARY	277,356
52-260-5120	PARTTIME SALARY	8,000
52-260-5130	OVERTIME	15,000
52-260-5140	EXTRA DUTY PAY	10,000
52-260-5210	MEDICAL INSURANCE	56,681
52-260-5220	LIFE INSURANCE	400
52-260-5270	CLOTHING ALLOWANCE	1,500
52-260-5260	WORKERS COMP	7,167
52-260-5320	AUDITING	6,000
52-260-5310	MAINT & REPAIRS	290,000
52-260-5321	ENGINEERING	60,000
52-260-5322	LEGAL	3,000
52-260-5323	OTHER CONTRACTUAL	30,000
52-260-5330	MEDICAL EXPENSE	500
52-260-5340	INFO TECHNOLOGY	80,000
52-260-5350	POSTAGE	6,000
52-260-5351	TELEPHONE	7,000
52-260-5352	PRINTING	8,000
52-260-5353	DUES & SUBSCRIPTIONS	1,500
52-260-5360	PROPERTY INS	11,973
52-260-5361	LIABILITY INS	3,775
52-260-5420	FUEL AND OIL	10,000
52-260-5430	OPERATING SUPPLIES	35,000
52-260-5440	SMALL EQUIP/TOOLS	50,000
52-260-5450	OFFICE SUPPLIES	2,000
52-260-5520	MILEAGE MEAL ALLOW	2,000
52-260-5530	PROF DEV/TRAINING	3,000
52-260-5610	NATURAL GAS	15,000
52-260-5620	ELECTRICITY	250,000
52-260-5720	INTEREST EXPENSE	240,546
52-260-5820	BAD DEBT EXP	1,000
52-000-2510	DEBT REPAYMENT	1,021,608

52-000-1940	PICK UP TRUCK	35,000
52-000-1940	SEWER TELEVISIONING SYSTEM	87,000
Total:		2,636,006

WATER

51-001-4230	PENALTIES	38,000
51-001-4410	METERED SALES	3,100,000
51-001-4412	SERVICES FEES	2,500
51-001-4420	RURAL FIRE	60,000
51-001-4430	LAB FEES	55,000
51-001-4910	INTEREST INCOME	1,500
51-001-4920	RENT INCOME	15,000
51-001-4950	MISCELLANEOUS	35,000
Total:		3,307,000

51-250-5120	FULLTIME SALARY	578,420
51-250-5120	PARTTIME SALARY	10,000
51-250-5130	OVERTIME	30,000
51-250-5210	MEDICAL INS	106,366
51250-5220	LIFE INSURANCE	775
51-250-5260	WORKERS COMP	19,077
51-250-5270	CLOTHING ALLOW	4,000
51-250-5310	MAINT & REPAIRS	150,000
51-250-5320	AUDITING	6,500
51-250-5321	ENGINEERING	2,000
51-250-5322	LEGAL	2,000
51-250-5323	CONTRACTUAL	15,000
51-250-5330	MEDICAL EXPENSE	2,000
51-250-5340	INFO TECHNOLOGY	5,000
51-250-5350	POSTAGE	7,000
51-250-5351	TELEPHONE	15,000
51-250-5352	PRINTING	7,000
51-250-5353	DUES	5,000
51-250-5360	PROPERTY INS	34,603
51-250-5361	LIABILITY INS	10,048
51-250-5420	FUEL AND OIL	12,000
51-250-5430	OPER. SUPPLIES	150,000
51-250-5440	SMALL EQUIP/TOOLS	5,000
51-250-5450	OFFICE SUPPLIES	1,500
51-250-5530	PROF DEV/TRAIN	4,000
51-250-5610	NATURAL GAS	8,000
51-250-5620	ELECTRICITY	200,000

51-250-5720	INTEREST EXPENSE	217,261
51-250-5820	BAD DEBT EXP	1,000
51-250-5890	OTHER EXP	2,000
51-000-2210	DEBT REPAYMENT	676,266
51-000-1940	PICKUP TRUCK	48,000
51-000-1940	2 VANS	40,000
51-000-1940	VALVE MAINT. MACHINE	28,000
51-000-1940	PRESSURE WASHER	3,500
51-000-1940	HANDHELD READERS	6,000
51-000-1940	MAGNETIC LOCATOR	4,000
51-000-1920	METER REPLACEMENT	500,000
51-000-1920	PAINT TOWER #9	328,000
Total:		3,244,316

#12-E

CITY OF DIXON

ORDINANCE NO. _____

**ORDINANCE AMENDING THE DIXON CITY CODE
TITLE IX, CHAPTER 2, SECTION 9-2-16**

ADOPTED BY THE

COUNCIL

OF THE

CITY OF DIXON

THIS ____ DAY OF _____, 2013

Published in pamphlet form by authority of the Council of the City of Dixon, this ____ day of _____, 2013.

ORDINANCE NO. _____

**ORDINANCE AMENDING THE DIXON CITY CODE
TITLE IX, CHAPTER 1, SECTION 9-2-16**

BE IT ORDAINED by the Council of the City of Dixon, Illinois:

SECTION 1: That, Title IX, Chapter 2 of the Dixon City Code, 1963, as amended, is hereby further amended by deleting Section 9-2-16 in its entirety.

SECTION 2: In all other respects Title IX, Chapter 2 shall remain in full force and effect.

SECTION 3: The provisions and sections of this Ordinance shall be deemed to be separable, and the invalidity of any portion of this Ordinance shall not affect the validity of the remainder.

SECTION 4: All ordinances and parts of ordinances in conflict herewith are, to the extent of such conflict, hereby repealed.

SECTION 5: The City Clerk is hereby directed to publish this Ordinance in pamphlet form.

SECTION 6: This Ordinance shall be in full force and effect from and after its passage and approval, and publication as required by law.

Passed by the Mayor and the City Council of the City of Dixon on the _____ day of _____, 2013.

MAYOR

ATTEST:

City Clerk



#12-F

WARD, MURRAY, PACE & JOHNSON, P.C.
LAW OFFICES

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LAURENCE F. JOHNSON
ROBERT E. BRANSON
JAMES L. REESE

REPLY TO DIXON OFFICE

July 11, 2013

Mayor James Burke
City of Dixon
121 W. Second St.
Dixon, IL 61021

Commissioner Dennis Considine
1311 Eustace Drive
Dixon, IL 61021

Commissioner Jeff Kuhn
401 Apple St.
Dixon, IL 61021

Commissioner Colleen Brechon
1020 Hemlock Avenue
Dixon, IL 61021

Commissioner David Blackburn
1015 Idlewild Drive
Dixon, IL 61021

RE: TIF UDAG Loan to Trirong Khuntangta

Dear Mayor and Commissioners:

As you recall, the City issued a TIF façade improvement loan to Trirong Khuntangta in the original principal amount of \$14,400.00 (the "City Loan") pursuant to a Loan Agreement and related loan documents dated as of April 3, 2013. The City Loan was issued to finance certain façade improvements to the property located at 216 W. First Street, Dixon, Illinois (the "Real Estate"), and was secured by a Junior Mortgage on the Real Estate. The City's Junior Mortgage was in second-lien position behind the prior lien of Sauk Valley Bank & Trust Company. The Sauk Valley Bank loan was in the original principal amount of \$166,000.00, but was paid down to approximately \$115,000.00 at the time of the issuance of the City Loan.

Subsequent to the closing of the City Loan, Mr. Khuntangta refinanced the Sauk Valley Bank loan into a new loan in the original principal amount of \$167,359.22, a new mortgage was recorded and the previous mortgage was released of record. In furtherance of this refinancing, Sauk Valley Bank obtained an updated appraisal, which appraised the value of the Real Estate at \$268,000.00. I have enclosed a copy of the appraisal for your review.

Sauk Valley Bank has requested that the City subordinate its Junior Mortgage to the new Sauk Valley Bank mortgage for the refinanced loan such that Sauk Valley Bank's new mortgage would be in a first-lien position and the City's Junior Mortgage would be in a second-lien position. I have enclosed the form Subordination of Mortgage Sauk Valley Bank has requested the City to sign as well as a resolution authorizing the Mayor to sign the same. This Resolution is on the agenda for Monday's meeting. Prior to approval, the City Council will want to be comfortable that sufficient equity in the Real Estate exists after accounting for the refinanced Sauk Valley Bank loan to provide collateral for the City Loan. Based upon the appraised value, approximately \$100,000.00 of equity remains in the Real Estate after accounting for the Sauk Valley Bank loan.

Please review the enclosed documentation carefully and let me know if you have any questions or comments.

Sincerely yours,

WARD, MURRAY, PACE & JOHNSON, P.C.

By: _____


Mathew M. Keegan

MMK/gm
Enclosures

RESOLUTION

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE SUBORDINATION OF MORTGAGE PURSUANT TO THE REQUEST OF SAUK VALLEY BANK AND TRUST COMPANY

WHEREAS, the City of Dixon (the "City") and Trirong Khuntangta ("Owner") entered into that certain façade improvement loan in the original principal amount of \$14,400.00, evidenced by a Promissory Note and Loan Agreement dated as of April 3, 2013 (the "City Loan"), which City Loan was made in furtherance of certain external improvements to the property owned by Owner and located at 216 W. 1st Street, Dixon, Illinois (the "Subject Property"); and

WHEREAS, the City Loan was secured by a Junior Mortgage on the Subject Property dated as of April 3, 2013, and recorded with the Lee County Recorder's Office on April 4, 2013, as Document Number 2013001828 (the "City Mortgage"); and

WHEREAS, the City Mortgage was junior and subordinate to the prior lien of Sauk Valley Bank and Trust Company up to a maximum principal obligation of \$166,000.00 (the "Original Sauk Loan"); and

WHEREAS, Owner and Sauk Valley Bank and Trust Company have refinanced the Original Sauk Loan into a new loan in the original principal amount of \$167,359.22 (the "Sauk Loan"), and recorded a new mortgage dated as of June 10, 2013, and recorded with the Lee County Recorder's Office on June 18, 2013, as Document Number 2013003241 (the "Sauk Mortgage"); and

WHEREAS, Sauk Valley Bank and Trust Company has requested the City to subordinate the City Mortgage to the Sauk Mortgage pursuant to the Subordination of Mortgage, attached hereto and incorporated herein as Exhibit A (the "Subordination of Mortgage"); and

WHEREAS, the Mayor and City Council of the City of Dixon have determined that the subordination of the City Mortgage to the Sauk Mortgage in furtherance of the Sauk Loan is in the best interests of the City and helps provide for economic development, enhances the tax base of the City and other taxing districts and adds to the welfare and prosperity of the City and its inhabitants; and

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Dixon, that the subordination of the City Mortgage to the Sauk Mortgage pursuant to the Subordination of Mortgage is hereby approved.

BE IT FURTHER RESOLVED that the Mayor and City Clerk are hereby authorized to execute and deliver the Subordination of Mortgage and to do and perform such other acts as may be necessary or desirable in connection with the consummation of the transactions contemplated by this Resolution.

BE IT FURTHER RESOLVED that all resolutions and parts of resolutions in conflict herewith are, to the extent of such conflict, hereby repealed.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effect from and after its passage and approval, and publication as required by law.

Passed by the Mayor and the City Council of the City of Dixon on the ____ day of July, 2013.

Mayor

ATTEST:

City Clerk

Exhibit A

(attach Subordination of Mortgage)

Space above this line for recording data
This instrument was prepared by Sauk Valley Bank & Trust Co., Sheila E. Dean, 201 West Third Street, Sterling, IL 61081
When recorded return to Sauk Valley Bank & Trust Co., 201 West Third Street, Sterling, IL 61081

SUBORDINATION OF MORTGAGE

FOR VALUE RECEIVED, The City of Dixon., the party secured in and by a certain Mortgage executed by Trirong Khuntangta, as "Mortgagor", which Mortgage was dated April 3, 2013, and recorded in the office of the Recorder of Deeds of Lee County, Illinois on April 4, 2013, in Book 1304 and Page 612 as Document No. 2013001828, does hereby acknowledge and consent that the lien of such Mortgage is hereby subordinated and inferior to the lien of a certain real estate Mortgage dated June 10, 2013, and recorded on June 18, 2013, in Book 1306 and Page 1656 as Document Number 2013003241 between Trirong Properties, LLC, an Illinois Limited Liability Company, in favor of Sauk Valley Bank & Trust Company, 201 W. Third Street, Sterling, Illinois, referred to under such mortgage as "Lender", the subject matter of such Mortgage being the same real estate which is the subject matter of the aforesaid Mortgage. The real estate commonly known as 216 W. 1st Street, Dixon, Illinois, is legally described as:

A part of Lots 2, 3 and 6 in Block 15 in the Town (now City) of Dixon, described as follows: Commencing at a point on the Northerly line of said Lot 2, which is 24 feet Westerly from the Northeast corner of said Lot 2; thence Southerly, parallel with the Westerly line of said Block, 106 feet; thence at right angles Easterly, 24 feet to the Westerly line of the alley; thence at right angles Southerly along the Westerly line of the alley, 20 feet; thence at right angles Westerly 63 feet; thence at right angles Northerly to the Northerly line of said Block; and thence Easterly along the Northerly line of said Block to the place of Beginning, all situated in the County of Lee, in the State of Illinois

PIN NO: 07-08-05-209-004

The undersigned, The City of Dixon, agrees and consents that their lien of the aforesaid Mortgage is, and will continue to be, junior, subordinate and inferior to the lien of such Mortgage between Mortgagor and Sauk Valley Bank & Trust Company, as Mortgagee, until said mortgage lien is released, notwithstanding any change or changes in the terms of the promissory note(s) secured by such Mortgage, including but not limited to any and all changes (including increases) in the amount or amounts of the periodic payments under such note(s), or the final payment date or dates under which such note(s) becomes due and payable, or increases in the rate of interest, or other changes thereunder.

Now, therefore, the Mortgagor has requested this Subordination of Mortgage to be executed by **The City of Dixon**, under its Loan as an inducement to **Sauk Valley Bank & Trust Company** to enter into a loan arrangement to **Trirong Properties, LLC**, as of **June 10, 2013** and known as **Loan #100644380** under which Mortgagor has or will execute a real estate mortgage in favor of **Sauk Valley Bank & Trust Company** in the amount of **\$167,359.22**, as collateral for the loan, and it is in reliance on this Subordination of Mortgage that **Sauk Valley Bank & Trust Company** is willing to accept such Mortgage and extend the loan.

The City of Dixon

By: James Burke, Mayor Title

By: Kathe Swanson, Clerk Title

STATE OF ILLINOIS)
) ss:
COUNTY OF LEE)

I, the undersigned, a Notary Public in and for the said County, in the State aforesaid, do hereby certify that James Burke and Kathe Swanson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument as such corporate officer, appeared before me this day in person and acknowledged that he signed and delivered the said Subordination of Mortgage as his own free and voluntary act and as the free and voluntary act of said City of Dixon for the uses and purposes therein set forth.

GIVEN under my hand and notary seal the _____ day of June 2013

Notary Seal:

(Notary Public)

**Appraisal of
Commercial Property
located at:
216 West 1st Street
Dixon, Illinois 61021**

**for
Sauk Valley Bank
201 West 3rd Street
Sterling, Illinois 61081
by**

**Art Johnson Appraisal Service
856 Riverside Drive
Dixon, Illinois 61021**

103644382

#1512

**Art Johnson Appraisal Service
856 Riverside Drive
Dixon, Illinois 61021
Phone 815/652-2038**

INVOICE

May 20, 2013

Sauk Valley Bank
201 West 3rd Street
Sterling, Illinois 61081

Re: Commercial Appraisal of
property located at
216 West 1st Street
Dixon, Illinois 61021

Fee for professional appraisal services rendered \$100.00

1½ % interest per month will be charged to any unpaid balance over 30 days

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Art Johnson Appraisal Service
856 Riverside Drive
Dixon, Illinois 61021
Phone 815/652-2038

May 20, 2013

Sauk Valley Bank
201 West 3rd Street
Sterling, Illinois 61081

Re: Commercial Appraisal of
property located at
216 West 1st Street
Dixon, Illinois 61021

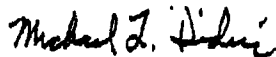
Dear Jeff:

Pursuant your request, the attached appraisal of the property located at 216 West 1st Street, Dixon Illinois 61021 is being redirected to Sauk Valley Bank. Michael L. Didier has personally inspected and we have made an appraisal of the above property. The purpose of this appraisal is to develop an opinion of the market value of the Fee Simple Interest in this property as of March 7, 2013, the date of inspection.

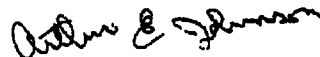
This value is for the subject's land and building improvements only and does not include any personal property that may be currently on the site. Value obtained within this report is "as is" value. Based upon our field inspection and analysis of the market data, it is our opinion that the Fee Simple Market Value of this property as of March 7, 2013 is:

\$268,000.00

Respectfully submitted,
Art Johnson Appraisal Service



Michael L. Didier
Certified Residential RE Appraiser
Lic. # 556.002665, Exp. 09-30-13



Arthur E. Johnson
Certified Residential RE Appraiser
Lic. # 553.00100, Exp. 09-30-13

PURPOSE OF THE APPRAISAL:

The purpose of this appraisal is to estimate the market value as defined by the Office of the Controller of the Currency under 12 CFR, Part 34, Subpart C.

INTENDED USE OF REPORT: For the sole purpose of assisting the client, Sauk Valley Bank, in determining a 100% interest in the subject property as of March 7, 2013.

INTEREST VALUED: Fee Simple

EFFECTIVE DATE OF VALUE: March 7, 2013, date of inspection.

DATE OF REPORT: March 14, 2013

APPRAISAL DEVELOPMENT AND REPORTING PROCESS: In preparing this appraisal, the appraiser inspected the subject site. We gathered information from the subject's neighborhood or similar competitive neighborhoods in northern Illinois as regards comparable sales data, and confirmed this information with at least one party to the transaction. This information was applied in the Sales Comparison Approach.

The Sales comparison Approach to Value and the Cost Approach to Value were used in this report. The Income Approach to Value was not utilized as income figures for the subject property were not given to us. Even though the Cost Approach was used, it will not be given much weight when determining value of the subject because of the older age of the subject and the difficulty in accurately determining depreciation of improvements.

REAL ESTATE APPRAISED: Commercial Property
216 West 1st Street
Dixon, Illinois 61021
Parcel Number: #07-08-05-209-004

2011 TAXES:

Parcel #07-08-05-209-004 \$2762.00

ZONING:

Parcel #07-08-05-209-004 Central Business District

FLOOD ZONE: Zone X, Map #171030018D, dated April 15, 2988

BRIEF LEGAL DESCRIPTION: West 40' and South 20' of the East 24' Sub. Lots 7 and 8 of
Lots 2, 3, 6, Block 15.

HIGHEST AND BEST USE:

Highest and Best Use is defined as follows: "The reasonable, probable, and legal use of vacant land or an improved property, which is physically possible, appropriately supported, financially feasible, and that results in highest value. The four criteria that Highest and Best Use must meet are legally permissibility, physically possible, financial feasibility, and maximum profitability.

The definition of Highest and Best Use given above indicates that there are two types of Highest and Best Use.

The first type is the Highest and Best Use of land or a site as though vacant, or assuming that it can be made vacant by the demolition of improvements, if any. The Highest and Best Use of land or a site as though vacant must be analyzed in relation to all reasonable, alternative uses. The uses that yields the highest present land value after payments are made for labor capital, and coordination. The reasoning behind the estimation of Highest and Best Use for land or a site is to identify the use or uses that cause the land to have value. Also, land values or site values should never be penalized because of any deficiencies or obsolescence in any contribution, existing building improvements.

The second type of Highest and Best Use is the Highest and Best Use of a property as it is presently improved. This type of Highest and Best Use is based on the use that should be made of the property as it exists. An existing property should be renovated or retained as is so long as it continues to contribute to the total market value of the property, or until the return from a new improvement would more than offset the cost of demolishing the existing building and constructing a new one.

There are two basic reasons that an analysis of the Highest and Best Use of a property as improved is necessary.

The first reason is to identify of the use of the property produces to an investor an overall return on invested capital and in essence, contributes to the overall value of the property.

The second reason is to assist the appraiser in identifying comparable properties, the reasoning being that comparable improved properties should have the same Highest and Best or most probable Use as the subject property for which similar effective demand and economic factors exist.

The four basic elements involved in both the Highest and Best Use of land or a site, as if vacant, and a property, as improved, is as follows and are usually considered sequentially:

HIGHEST AND BEST USE (Cont.)

- 1 "The Highest and Best Use must be legally permissible; to be considered are private deed restriction, zoning ordinances, building codes, environmental regulations, and historic district controls.
- 2 "The Highest and Best Use must be physically possible; size, shape, area and terrain affect the uses to which land or a site may be developed, also to be considered for an improved property, is whether or not the improvements are in good repair and can continue to accommodate the current use.
- 3 "The Highest and Best Use must be financially feasible; all uses that are expected to produce a positive net income or rate of return are considered to be financially feasible with appropriate consideration given to existing leases and levels of economic (market) rental.
- 4 "The Highest and Best Use must be maximally productive; after an analysis of the financially feasible uses, the use that provides an investor the highest rate of return, or value (given a constant rate of return), is the Highest and Best or most probable use.

After considering these elements, it is the appraiser's opinion that the Highest and Best Use of the site, as if vacant, would be the construction of a building which would be legally permissible, (including within the zoning parameters), consistent with surrounding land use patterns, physically possible, and financially feasible. The demand for quality sites in this area of Lee County is average. The location of the site produces more benefits for a retail use because of its similar linkages to other commercial properties in close proximity, and its location on West 1st Street, Dixon Illinois. Thus it is the appraisers' opinion that the Highest and Best Use of the site as if vacant would be for the development of some form of commercial or retail use.

No private deed restrictions, historic district controls, building codes, or environmental regulations appear to be in violation. The review of current zoning ordinances was made, and the subject was found to be a conforming use based on current zoning regulations. No financial restrictions were noted as mortgage money is readily available.

HIGHEST AND BEST USE (Cont.)

The purchase of real estate involves the exchange of money for the future rights and benefits of ownership of a property. Two important factors to be considered in the utilization of a property are the degree and timing of that utilization. If these two factors are not considered the benefits of ownership be they monetary or amenity value may not occur. If the benefits of ownership do not occur then the Highest and Best Use has not been achieved.

Based on our analysis of Lee County, the City of, Dixon, the neighborhood, the subject site, and the existing building improvements, it is our opinion that the Highest and Best Use of the property as of March 7, 2013, as improved, is for the use as a commercial or retail type building similar to its past usage.

CONCLUDED VALUE: \$ 268,000.00

Reflects the market value of the subject as of March 7, 2013. This report relies on the Sales Comparison Approach to Value and the Cost Approach to Value.

CERTIFICATION:

The undersigned does hereby certify that, except as otherwise noted in this appraisal report:

The statements of fact contained in the report are true and correct.

The report analyses, opinion, and conclusions are limited only by the reported assumptions and limiting conditions, and is my personal unbiased professional analyses, opinion, and conclusions.

I have no present or prospective interest in the property that is the subject of this report, and I have no personal interest or bias with respect to the parties involved.

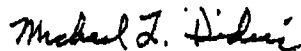
My compensation is not contingent upon the reporting of a predetermined value or direction in value that favors the cause of the client, the amount of value estimate, the attainments of a stipulated result, or the occurrence of a subsequent event.

I have made a personal inspection of the property that is the subject of this report. As of the date of this report I, Michael L. Didier, have completed the requirements of the continuing education program of the Department of Regulations.


No one provided significant professional assistance to the person or persons signing this report.

This appraisal report and the analyses and opinions therein were in conformity with and are subject to the requirements of the Code of Professional Ethics and Standards of Professional Practice of the Appraisal Institute, which includes the provisions providing for peer review. This appraisal report is also in conformity with the Uniform Standards of Professional Practice of the Appraisal Foundation.

I do not authorize the out-of-context quoting from or partial reprinting of this appraisal report. Further, neither all nor any part of this appraisal report shall be disseminated to the general public by the use of media for public communication without the prior written consent of the appraiser signing this appraisal report.



Michael L. Didier
Certified Residential RE Appraiser
Lic. No. 556.002665, Exp. 09-30-13



Arthur E. Johnson
Certified Residential RE Appraiser
Lic. No. 533.00100, Exp. 09-30-13

MARKETING TIME AND ESTIMATED EXPOSURE TIME:

Exposure time is the estimated length of time the property interest being appraised would have been offered on the market prior to the hypothetical consummation of a sale at market value on the effective date of the appraisal.

Marketing time is the estimated length of time the property interest being appraised would have to be offered on the market prior to the hypothetical consummation of a sale at market value after the effective date of the appraisal.

Based upon our analysis of the local market, the estimated marketing time for this property is a subjective estimation of 9 to 24 months.

Per the Lee County Recorder's Office, the last recorded sale of the subject property was on 10-17-2011 for \$157,500.00. Owner has stated that since purchases date, they have made \$200,000.00 worth of upgrades to the subject property.

PROPERTY DESCRIPTION:

1. LEGAL

A part of Lots 2, 3 and 6, Block 15 in the Town (now City) of Dixon, described as follows: Commencing at a point on the Northerly line of said Lot 2, which is 24 feet Westerly from the Northeast corner of said Lot 2; thence Southerly, parallel with the Westerly line of said Block, 106 feet; thence at right angles Easterly, 24 feet to the Westerly line of the alley; thence at right angles Southerly along the Westerly line of the alley, 20 feet; thence at right angles Westerly 63 feet; thence at right angles Northerly to the Northerly line of said Block; and thence Easterly along the Northerly line of said Block to the place of Beginning, all situated in the County of Lee, in the State of Illinois.

2. LAND

The subject lot lies on the south side of West 1st Street in the 200 Block. Lot improvements include: street lighting, concrete sidewalks and concrete curb and gutters. Hook up to all city utilities, including water and sewer are available. There is approximately 41' of frontage along West 1st Street. Access is also allowed to the rear of the subject building through an asphalt alley, which runs north and south and is located on the east side of the building.

3. SITE IMPROVEMENTS

Site improvements include concrete sidewalks, concrete curb and gutters, street lighting and there is minimal street parking available.

4. IMPROVEMENTS and PROPERTY DESCRIPTION

The subject building was built in 1891 and is of brick exterior construction setting on a concrete and stone foundation. The roof is a flat roof covered with a single membrane. One half of the roofing membrane was replaced within the past year. Exterior condition is considered average to good. Windows are mostly older and do not seem very efficient. There are large pane store front windows on the lower level of the front. Overall condition of the windows is fair to average. The interior of the subject property is 95% finished. Interior finish is average to good. Many areas including bathrooms and kitchen have had major renovations in past 4-8 years. Other areas of renovation include flooring and wall paint. The interior floors are mostly hardwoods with the exception of the kitchen area which is newer ceramic tile. The kitchen is modern with commercial grade appliances. The second level is mostly banquet room but the offices and baths have been recently renovated. Overall condition of the interior is good.

Heat to the building is supplied by (2) two gas forced air furnaces, and both have central air conditioning units. The HVAC systems appears to be of adequate size and in good condition. Hot water is supplied by a gas hot water heater in the basement.

SUBJECT PHOTOS:



West 1st St looking west



West 1st St looking east



North/south alley

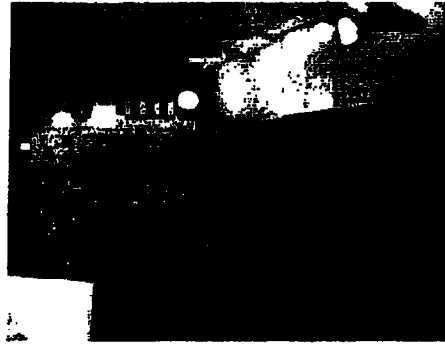


Front

SUBJECT PHOTOS:



Rear



Reception area



Dining area



Sales area

SUBJECT PHOTOS:



½ bath



½ bath



Massage room

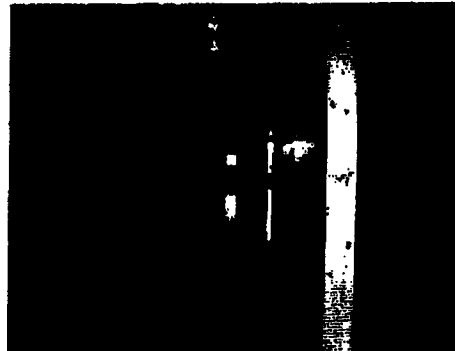


Kitchen

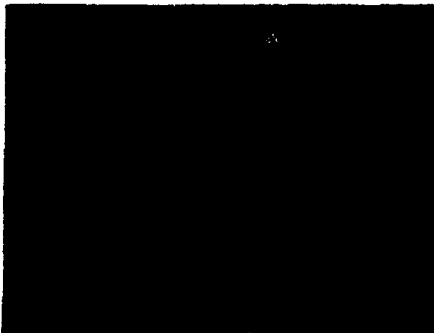
SUBJECT PHOTOS:



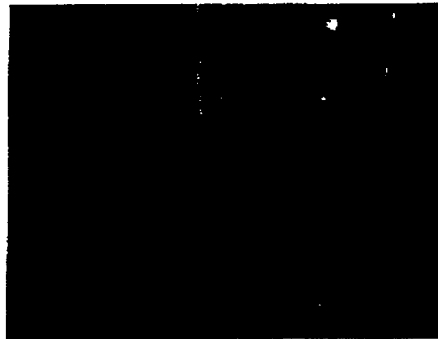
Kitchen



2nd level banquet room



2nd level office



2nd level bath

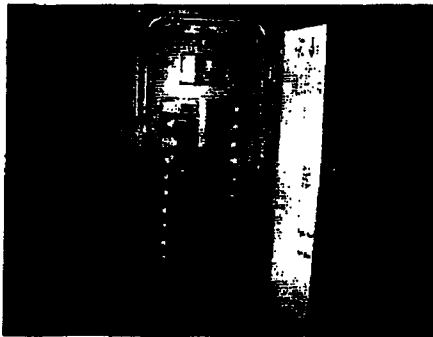
SUBJECT PHOTOS:



2nd level ½ bath



2nd floor other



Lower level 200 amp service



Elevator

SUBJECT PHOTOS:



Upper level 200 amp service



Upper level 200 amp service

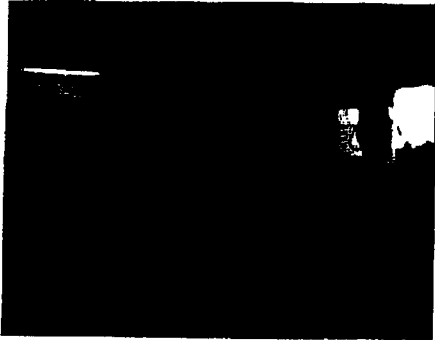


Basement 1/2 bath

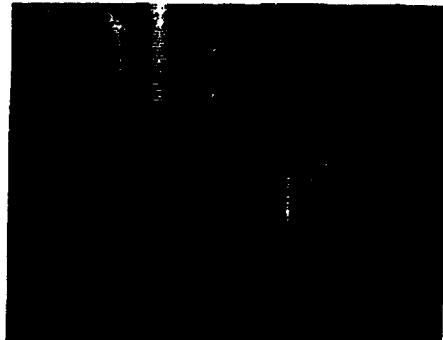


Water heater

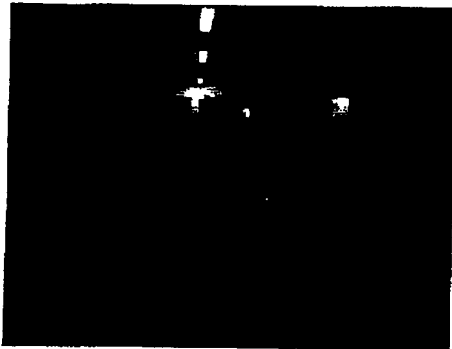
SUBJECT PHOTOS:



Basement shop



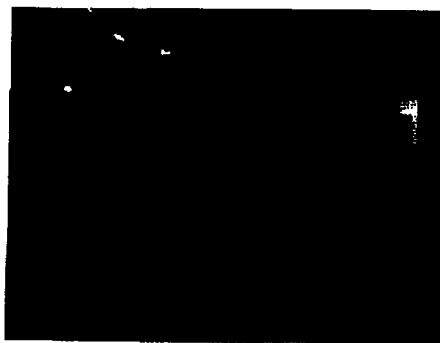
Furnace #1



Basement rec area

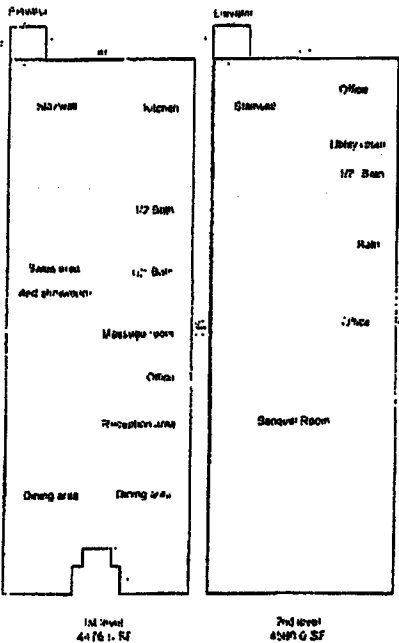


Furnace #2



Basement rec area

FLOOR PLANS:



LOCATION MAP:



ASSUMPTIONS AND LIMITING CONDITIONS:

1. As agreed with the client prior to the preparation of this appraisal, this is a Limited Appraisal because it invokes the Departure Provision of the Uniform Standards of Professional Appraisal Practice. As such, information pertinent to the valuation has not been considered and/or the full valuation process has not been applied. Depending on the type and degree of limitations, the reliability of the value conclusion provided herein may be reduced.
2. This is a Restricted Appraisal Report which is intended to comply with the reporting requirements set forth under Standard Rule 2-2©) of the Uniform Standards of Professional Appraisal Practice for a Restricted Appraisal Report. As such, it might not include full discussions of the data, reasoning, and analyses that were used in the appraisal process to develop the appraiser's opinion of value. Supporting documentation concerning the data, reasoning and analyses is retained in the appraiser's file. The information contained in this report is specific to the needs of the client and for the intended use stated in this report. The appraiser is not responsible for unauthorized use of this report.
3. No responsibility is assumed for legal or title considerations. Title to the property is assumed to be good and marketable unless otherwise stated in this report.
4. The property is appraised free and clear of any or all liens and encumbrances unless otherwise stated in this report.
5. Responsible ownership and competent property management are assumed unless otherwise stated in this report.
6. The information furnished by others is believed to be reliable. However, no warranty is given for its accuracy.
7. All engineering is assumed to be correct. Any plot plans and illustrative material in this report are included only to assist the reader in visualizing the property.
8. It is assumed that there are no hidden or unapparent conditions of the property, subsoil, or structures that render it more or less valuable. No responsibility is assumed for such conditions or for arranging for engineering studies that may be required to discover them.
9. It is assumed that there is full compliance with all applicable federal, state and local environmental regulations and laws unless otherwise stated in this report.
10. It is assumed that all applicable zoning and use regulations and restrictions have been complied with, unless nonconformity has been stated, defined and considered in this appraisal report.

11. It is assumed that all required licenses, certificates or occupancy or other legislative or administrative authority from any local, state or national governmental or private entity or organization have been or can be obtained or renewed for any use on which the value estimates contained in this report are based.
12. Any sketch in this report may show approximate dimensions and is included to assist the reader in visualizing the property. Maps and exhibits found in this report are provided for reader reference purposes only. No guarantee as to accuracy is expressed or implied unless otherwise stated in this report. NO survey has been made for the purpose of this report and it is recommended that a legal survey be performed to determine exact size and dimensions of the subject property.
13. It is assumed that the utilization of the land and improvements is within the boundaries or property lines of the property described and that there is no encroachment or trespass unless otherwise stated in this report.
14. The appraiser is not qualified to detect hazardous waste and/or toxic materials. Any comment by the appraiser that might suggest the possibility of the presence of such substances should not be taken as confirmation of the presence of hazardous waste and/or toxic material. Such determination would require investigation by a qualified expert in the field of environmental assessment. The presence of substances such as asbestos, ureaformaldehyde foam insulation or other potentially hazardous materials may affect the value of the property. The appraiser's value estimate is predicated on the assumption that there is no such material on or in the property that would cause a loss in value unless otherwise stated in this report. No responsibility is assumed for any environmental conditions, or for any expertise or engineering knowledge required to discover them. The appraiser's descriptions and resulting comments are the result of the routine observations made during the appraisal process.
15. Unless otherwise stated in this report, the subject property is appraised without a specific compliance survey having been conducted to determine if the property is or is not in conformance with the requirements of the Americans with Disabilities Act.
16. The distribution, if any, of the total valuation in this report between land and improvements applies only under the stated program of utilization. The separate allocations for land and buildings must not be used in conjunction with any other appraisal and are invalid if so used. However as stated earlier in this report only the building improvements will be valued in this report.
17. Possession of this report, or a copy thereof, does not carry with it the right of publication. It may not be used for any purpose by any person other than the party to whom it is addressed without the written consent of the appraiser, and in any event, only with properly written qualification and only in its entirety.

18. Neither all nor any part of the contents of this report shall be conveyed to any person or entity, other than the appraiser's or firm's client, through advertising, solicitation materials, public relations, news, sales, or other media without the written consent and approval of the authors, particularly as to valuation conclusions, the identity of the appraiser or firm which the appraiser is connected. Further, the appraiser or firm assumes no obligation, liability, or accountability to any third party. If this report is place in the hands of anyone but the client, the client shall make such party aware of all the assumptions and limiting conditions of the assignment.
19. Acceptance of and/or use of this report constitutes acceptance of all the foregoing Assumptions and Limiting Conditions.
20. This report is subject to a complete environmental audit.
21. No soil testing has been performed and no determination has been made as to soil contamination. A buyer of the property would be well advised to have an EPA inspection of the grounds to verify no soil contamination.

THE APPRAISAL PROCESS

The Appraisal Process is the orderly procedure whereby the data used to estimate the value of the subject is acquired, classified, analyzed and presented. The first step is defining the appraisal problem; i.e., identification of the real estate, the effective date of the value estimate, the property rights appraised and the type of value being sought. Once this has been accomplished, the appraiser collects and analyzes the factors that affect the market value of the property. These include Area and Neighborhood Analysis, Property Description, and Highest and Best Use, and the application of the three basis approaches to value; the Cost Approach, Sales Comparison approach and the Income Approach.

The Cost Approach involves estimated the value of the subject's land, as if vacant and available to be put to its Highest and Best use, and estimated the reproduction costs new of the improvement, less any loss in value due to the accrued depreciation and/or obsolescence. The sum of these figures land and depreciated value of improvements represents the indicated value by the Cost Approach. The Cost Approach tends to be more accurate when the improvements are relatively new, and have not suffered too severely from the various forms of depreciation.

The Sales Comparison Approach analyzes the sales of similar properties recently sold. Adjustments are made to the sales for dissimilarities between them and the subject. The indicated value is derived from the adjusted selling prices of the comparable sales. Inherent in the Sales Comparison Approach is the Principle of Substitution, which is defined as: "A valuation principle that states that a prudent purchaser would pay no more for real property than the cost of acquiring and equally desirable substitute on the open market." The principle of Substitution presumes that the purchaser will consider the alternatives available, and will act rationally or prudently on the basis of the information about those alternatives, and that reasonable time is available for the decision.³

This approach is most reliable when there is sufficient recent sales of truly competing properties in the area and adjustments are relatively few.

³Source - Real Estate Appraisal Terminology

THE APPRAISAL PROCESS (cont.)

The Income Approach is predicted on the assumption that there is a definite relationship between the amount of income a property will earn and its value. This approach is based on the principle that value is created by the expectation of benefits derived in the future. The anticipated annual net income of the property is capitalized by produce an indication of value. New income is the income generated before payment of any debt service. Factors such as risk, time, interest on capital investment, and recapture of the depreciating asset are considered in the rate. The appropriateness of this rate is critical, and there are several techniques by which it may be developed. An alternative technique to Direct Capitalization is Discounted Cash Flow Analysis. Net operating income is estimated for each year of a projection period. A selling price, known as the reversion, is estimated for the end of the projection period. The income lows which are to be received in the future are discounted to a present value, by discounting at an appropriate yield rate.

During the analysis of the subject value, only (2) two approaches to value were used. The Sales Comparison Approach and The Cost Approach. The Income Approach was not used.

The final step in the appraisal process is the correlation of the various value indicators, into a final value estimate for the subject. The strength and weaknesses of the various approaches are weighed, in relation to their applicability and reliability, and how they relate to the appraisal assignment and the value being sought. Then, the greatest emphasis is placed on the approach that appears to produce the most reliable solution to the specific appraisal problem.

Due to the older age of the subject building and the difficulty in determining depreciation, reconstruction costs per square foot, and the lack of vacant land sales near the subject property, The Cost Approach will be given little weight when determining value of the subject.

COST APPROACH TO VALUE

The Cost Approach is a summation approach and is "based upon the proposition that the informed purchaser would pay no more than the cost of producing a substitute property with the same utility as the subject property."⁴

The preparation of the Cost Approach involves the following steps:

1. Estimate the market value of the site as vacant and available for development in accordance with its highest and best use.
2. Estimate the reproduction cost new of the improvements.
3. Identify and estimate depreciation from all sources.
4. Deduct the accrued depreciation from the reproduction cost of the improvements.
5. Add the estimated site value to the depreciated reproduction cost of the improvements new to arrive at a value via the Cost Approach.

SITE VALUATION

The subject lot has a total SF measurement of 5394 and is located in the Central Business District of Dixon Illinois. No vacant land sales could be found in the immediate area as it is almost 100% built up. It is our opinion that a lot value of \$25,000.00 could be used for the subject lot, as if vacant. We have no comparable sales to justify this value and we are using a knowledge of the local markets only as a basis for this value.

⁴Real Estate appraiser Terminology, Revised Edition, Society of Real Estate Appraisers, Edited by Byrl N. Boyce (Cambridge, Mass., Ballinger Publishing Company 1984) p. 63

COST APPROACH TO VALUE

Building Improvements

Building 9036+/-SF @ \$53.42/SF = \$482,703.12

Plus entrepreneurial profit (10%)

\$482,703.12 + \$48,280.31 = \$530,973.43

Less Accrued Depreciation

Physical	40%	Functional	10%	External	5%	Total	5%
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Depreciated Building Values

\$530,973.42 -55% or (\$292,035.39) = \$238,938.04

Total Building Value

Rounded \$239,000.00

Site Improvements

Sidewalks \$10,000.00

Total Building and Site Improvement Value = \$249,000.00

Plus land value = \$ 25,000.00

TOTAL VALUE \$274,000.00

SALES COMPARISON APPROACH

The Sales Comparison Approach is based upon the principle of substitution, where by a knowledgeable investor will pay no more for a property than the cost of acquiring one with equal utility. This method involves an analysis of the indicated purchase price in relation to a unit of comparison, in this case, price per square foot of building area.

A market survey of the most recent sales of generally similar properties was made within a 20 mile radius. Four sales were found that had been sold within the past 2 years. These four comparables are the best the market has to offer. There are summarized as follows:

COMPARABLE SALE #1

Property Identification

Property Address -	109 S Hennepin Ave., Dixon IL
Property Type -	Commercial
Parcel Number -	07-08-05-209-017

Sale Data

Sale Date -	08-23-2011
Sale Price -	\$99,000.00
Units -	990+/- SF
Unit Price -	\$100.00/SF
Financing -	Conventional
Property Rights -	Fee Simple
Condition of Sale -	none

Property Description

Location -	CBD (Dixon) Good
Topography -	Sloping
Accessibility -	Good
Improvements -	Good
Marketability -	Average
Lot Size -	1300sf
Zoning -	Central Business District
Age of Improvements -	93 years
Condition of Improvements	Good



COMPARABLE SALE #2

Property Identification

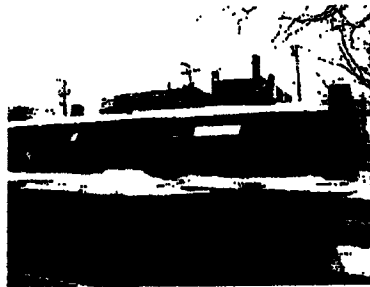
Property Address -	224, 226, 228 W River St., Dixon IL
Property Type -	Commercial/Retail
Parcel Number -	07-08-05-205-027

Sale Data

Sale Date -	07-29-2011
Sale Price -	\$250,000.00
Units -	6418 +/-SF
Unit Price -	\$38.95 /SF
Financing -	Conventional
Property Rights -	Fee Simple
Condition of Sale -	None

Property Description

Location -	CBD (Dixon) Good
Topography -	Level
Accessibility -	Good
Improvements -	Good
Marketability -	Average
Lot Size -	22,500sf (+/-)
Zoning -	Central Business District
Age of Improvements -	1936 (est.) complete renovation in past 15 years
Condition of Improvements -	Good



COMPARABLE SALE #3

Property Identification

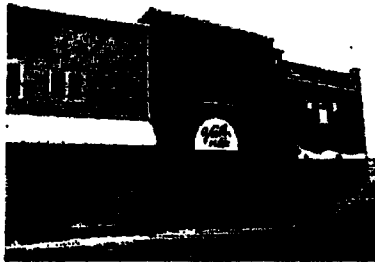
Property Address -	316 W 1 st St. Dixon IL
Property Type -	Tavern
Parcel Number -	07-08-05-208-004

Sale Data

Sale Date -	04-23-2012
Sale Price -	\$175,000.00-\$125,000.00 (personal property) = \$50,000
Units -	2614+/-SF
Unit Price -	\$19.13/SF
Financing -	Conventional
Property Rights -	Fee Simple
Condition of Sale -	None

Property Description

Location -	CBD (Dixon) Good
Topography -	Level
Accessibility -	Good
Improvements -	Fair to Average
Marketability -	Average
Lot Size -	1350sf
Zoning -	Central Business District
Age of Improvements -	Fair to Average
Condition of Improvements -	Average



COMPARABLE SALE #4

Property Identification

Property Address -	109 W 2 nd St. Byron IL
Property Type -	Commercial
Parcel Number -	05-32-112-019

Sale Data

Sale Date -	08-01-2011
Sale Price -	\$173,000.00
Units -	3000+/-SF
Unit Price -	\$57.67/SF
Financing -	Conventional
Property Rights -	Fee Simple
Condition of Sale -	None

Property Description

Location -	CBD (Byron) Good
Topography -	Level
Accessibility -	Good
Improvements -	Good
Marketability -	Average
Lot Size -	3400sf
Zoning -	Commercial TIF
Age of Improvements -	1940 - complete renovation
Condition of Improvements -	Good



COMPARABLE SALES GRID:

	<u>SUBJECT</u>	<u>COMP #1</u>	<u>%Adj</u>	<u>COMP #2</u>	<u>% Adj</u>	<u>COMP #3</u>	<u>% Adj.</u>
Sale Price		\$99,000		\$250,000		\$50,000	
Building Are SF	9036sf	990/SF		6418/SF		2614/SF	
Price SF		\$100.00/SF		\$38.95/SF		\$19.13/SF	0%
Date of Sale	Insp. 03-07-2013	08-23-2011	0%	07-29-2011	0%	04/12/2012	0%
Property Rights Convey.		Fee Simple	0%	Fee Simple	0%	Fee Simple	
Adjusted Sales Price/SF		\$100.00/SF		\$38.95/SF		\$19.13/SF	
Financing		Conventional	0%	Conventional	0%	Conventional	0%
Condition of Sale		None	0%	None	0%	None	0%
Adjusted Sale Price/SF		\$100.00/SF		\$38.95/SF		\$19.13/SF	
Market Conditions	Fair to Avg	Fair to Avg	0%	Fair to Avg	0%	Fair to Avg	0%
Adjusted Sale Price/SF		\$100.00/SF		\$38.95/SF		\$19.13/SF	
Location/Linkages	CBD	CBD	0%	CBD	0%	CBD	0%
Utilities	All city	All city	0%	All City	0%	All City	0%
Building Area SF	9036sf	990/SF	-40%	6418/SF	-20%	2614/SF	-40%
Condition/Quality	Gd/Avg	Gd/Avg	0%	Gd/Avg	0%	Fair/Fair	+30%
Age (Effective)	10	15	0%	10	0%	25	+15%
Other Finished Area	Basement	None	+5%	None	+5%	None	+5%
Build out							
Other	Parking/Street	Street	0%	Lot	-10%	Street	0%
Land to Building Ratio	0.6/1	1.3/1	0%	3.5/1	-5%	0.52/1	0%
TOTAL ADJUSTMENTS			-35%		-30%		+10%
ADJUSTED VALUE/SF		\$65.00/SF		\$27.27/SF		\$21.04/SF	

COMPARABLE SALES GRID:

	<u>SUBJECT</u>	<u>COMP #4</u>	<u>\$ ADJ.</u>
Sale Price		\$173,000	
Building Are SF	9036sf	3000/SF	
Price SF		\$57.67/SF	
Date of Sale	Insp. 03-07-2013	08-01-2011	0%
Property Rights Convey.		Fee Simple	0%
Adjusted Sales Price/SF		\$57.67/SF	
Financing		Conventional	0%
Condition of Sale		None	0%
Adjusted Sale Price/SF		\$57.67/SF	
Market Conditions	Fair to Avg	Fair to Avg	0%
Adjusted Sale Price/SF		\$57.67/SF	
Location/Linkages	CBD	CBD	0%
Utilities	All city	All city	0%
Building Area SF	9036sf	3000/SF	-35%
Condition/Quality	Avg/Avg	Gd/Avg	+15%
Age (Effective)	10	10	0%
Other Finished Area	Basement	None	+5%
Build out			
Other	Parking/Street	Street	0%
Land to Building Ratio	0.6/1	1.13/1	0%
TOTAL ADJUSTMENTS			-15%
ADJUSTED VALUE/SF		\$49.02/SF	

SALES COMPARISON APPROACH (Cont.)

RECONCILIATION:

After review of the (4) four the Comparable Sales used greatest weight was given to comparable #2 because of SF and similar condition. Due to slow commercial sales, quality comparable sales were scarce, thus sales with older sale dates were used.

The weighted average is as follows:

Comp #1 - \$65.00/SF	x	5%	=	\$ 3.25/SF
Comp #2 - \$27.27/SF	x	80%	=	\$ 21.81/SF
Comp #3 - \$21.04/SF	x	10%	=	\$ 2.10/SF
Comp #4 - \$49.02/SF	x	5%	=	\$ 2.45/SF

Total		100%	=	\$29.61/SF
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The value determined by the Sales Comparison Approach is 9036/SF @ 29.61/SF equals \$267,555.96 rounded \$267,500.00.

CORRELATION AND VALUE CONCLUSION

Value estimated have been developed through use of three approaches. The final step in the appraisal process weights the strengths and weaknesses of each approach as it relates to the subject property. I have also considered economic trends and market influences. The value estimated by the three approaches are:

COST APPROACH	\$274,000.00
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INCOME APPROACH	na
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SALES COMPARISON APPROACH	\$267,500.00
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These value indications were arrived by abstraction of actual market data and reflect the actions of typical buyers and sellers within the marketplace.

The Cost Approach tends to be a reliable value indicator when the property is relatively new and has not suffered from the various forms of depreciation. Thus, due to the properties age this approach will be given lesser weight.

The Sales Comparison Approach is based on actual recent sales of generally similar properties. The Sales Comparison Approach is considered a reliable valuation technique for the subject property. This approach is usually most reliable when there is a high degree of similarity of sales to the subject. We were able to analyze four (4) recent sales or for sale properties of generally similar commercial buildings, on a sale price per square foot basis, however, adjustments were necessary for market differences.

After considering each of the approaches, and all known factors affecting value, we have given greatest weight to the Sales Comparison Approach because of the high depreciation in the Cost Approach.

Reconciled value using the three approaches is \$268,150.00. Rounded value is:

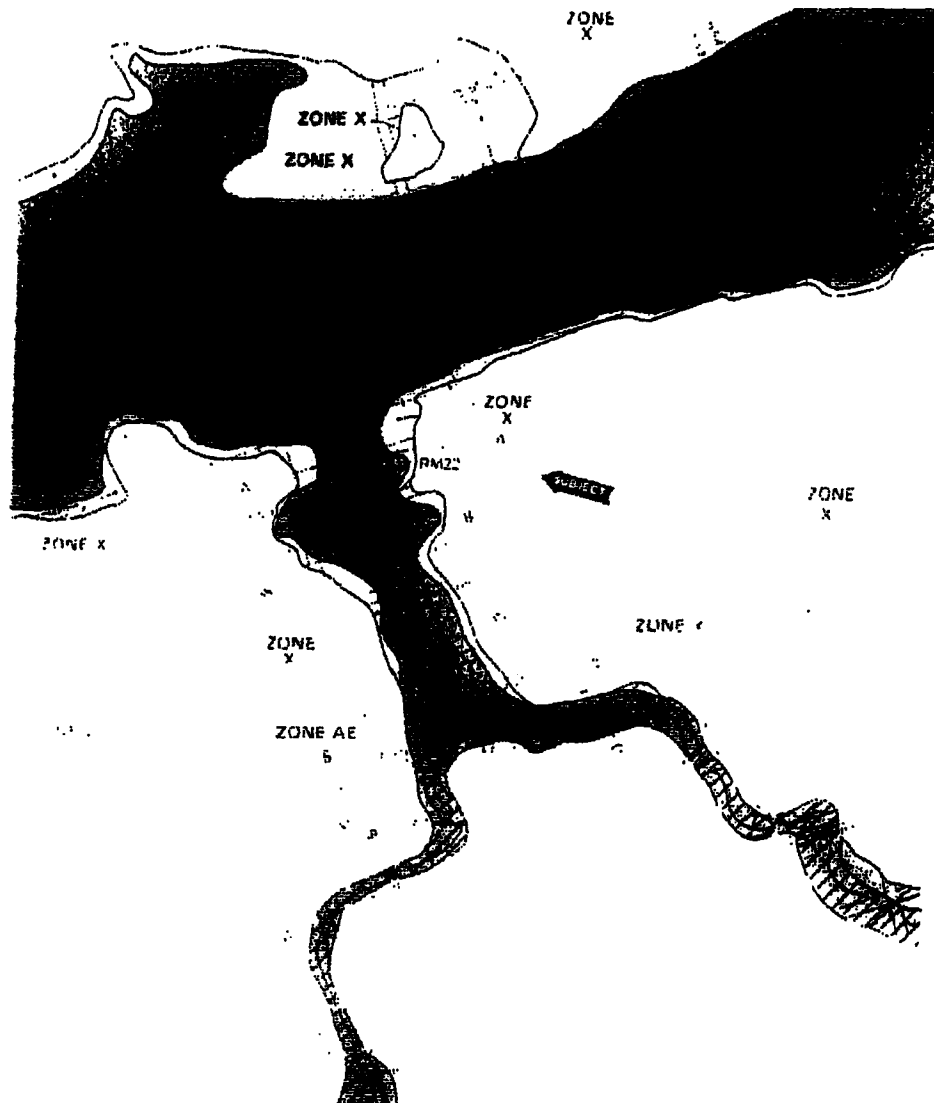
\$268,000.00

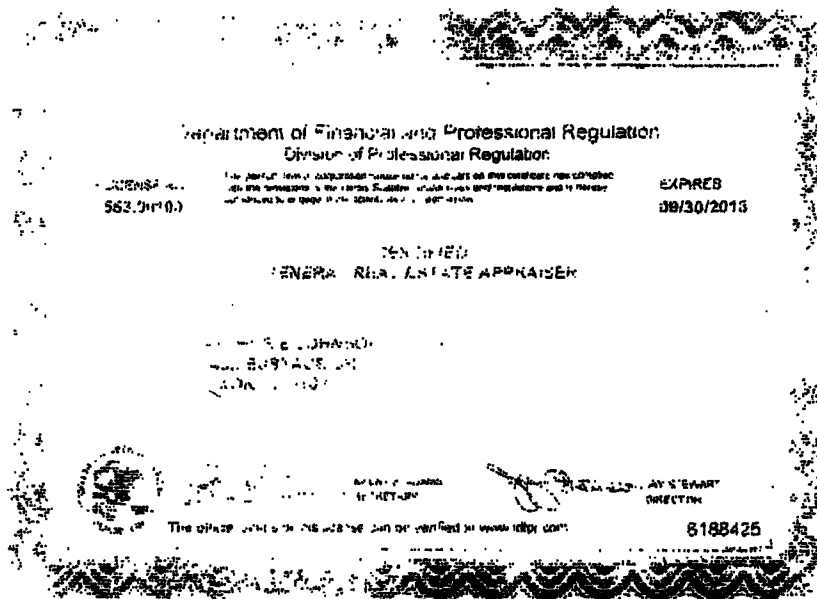
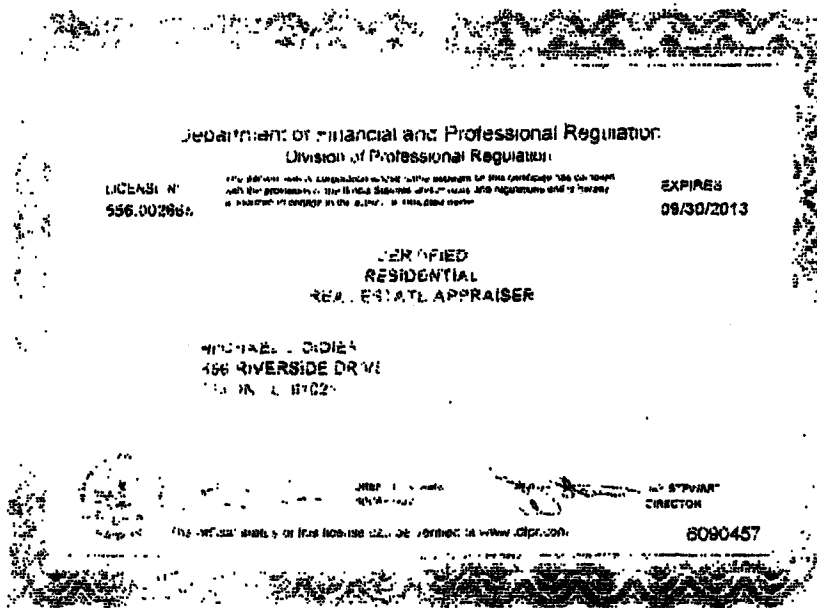
ADDENDUM

GIS MAP



Flood Map





APPRAISER'S STATEMENT OF QUALIFICATIONS

ARTHUR E. JOHNSON

856 Riverside Drive

DIXON, IL 61021

815/288-1340

1. Real estate broker, State of Illinois, licences number 75-60275.
2. Real estate auctioneer and member "National Auctioneers Association."
3. Member Lee County Board, Illinois, Association of Regulators.
4. 50 + years experience selling and appraising farm real estate in Lee, Ogle, Bureau and Whiteside Counties, Illinois.
5. Bachelor of Arts Degree, University of Notre Dame, 1955.
6. General Certified Appraiser December 15, 1994
Illinois License No. 553.001000

Courses:

1. Foundations of Real Estate Appraisal
 2. Appraising the Single Family Residence
 3. Farm Real Estate Brokerage - FM800
 4. Standard of Professional Practice
 5. Farm Real Estate Appraisal - APP 510
 6. Introduction of Farm Real Estate Appraisal - APP 513
 7. Real Estate Appraisal methods
 8. Principles of Capitalization
 9. Real Estate Appraisals Applications
 10. Marshal and Swth Cost Estimating Seminar
 11. How to be an Expert Witness
 12. Rural Residential Appraisal Course by IL Society of Farm Managers and Rural Appraisers
 13. "A Day With The Committee" sponsored by the Office of Banks and Real Estate in conjunction with ICAP
 14. Eminent Domain sponsored by American Society of Farm Managers & Rural Appraisers
 15. Fair Lending - Fair Housing
-
-

Michael L. Didier
856 Riverside Drive
Dixon, Illinois 61021
(815-440-5181)

Qualifications of: Michael L. Didier
Illinois State Certified Appraiser
License: #456,002665

Education: Courses listed below are courses taken on a university level as well as continuing education courses

Real Estate Appraisal Principles
Real Estate Principles
Standards of Professional Practice
Real Estate Appraisals
Illinois Appraisal Law
Illinois License Law
The Basics of Appraising
Fair Housing Regulations
Non-Residential Real Estate Report Writing
Marshall & Swift Cost Manuals
HUD FHA Evaluation
Illinois Agency Relationships
Fair Lending
FHA Appraising
FHA and VA Appraising
Uniform Standards of Professional Appraisal Practice
(most recent)
HVCC Regulations, Forms and Requirements
Appraiser Pressure and Unacceptable Appraisal Assignments
UAD Appraisal Formats
Rural Farm Appraising

Associations August of 1993 to 1995 - John P. Hall and Associated
Freeport, Illinois
October of 1995 to present - Art Johnson Appraisal Service
Dixon, Illinois

Property Types Appraised: Residential properties
Income Producing properties
Special Purpose properties
Office, Commercial and Industrial properties
Agricultural properties
Retail properties
Vacant Land
Multi-Unit Properties

ACORD		CERTIFICATE OF LIABILITY INSURANCE		DATE REPRODUCED: 03/01/2013																																																																																																												
<p><small>THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.</small></p> <p><small>IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION is WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsements.</small></p>																																																																																																																
<p>PRODUCER</p> <p>Windsor Professional Insurance Managers, Inc. 301 Wisconsin Ave. Suite 1600F Bethesda MD 20814</p> <p>APPLICANT</p> <p>An Johnson Reed Estate, Attorney & Appraiser Service 1432 Eastside Drive Oroquieta</p>	<p>AGENT</p> <p>Melissa McCaigster 301 988-8800 melissa.mccaigster@acord.com</p> <p>INSURANCE AFFORDING COMPANY</p> <p>INSURER A: Continental Casualty Company</p> <p>INSURER B:</p> <p>INSURER C:</p> <p>INSURER D:</p> <p>INSURER E:</p>																																																																																																															
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<p><small>THIS IS TO CERTIFY THAT THE POLICIES LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION IN ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED, NO PART OF THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ANY OTHER LIMITS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.</small></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>TYPE OF INSURANCE</th> <th>ADD. SECT.</th> <th>POLICY NUMBER</th> <th>POLICY EFF. DATE</th> <th>POLICY EXP. DATE</th> <th>LIMITS</th> </tr> </thead> <tbody> <tr> <td colspan="6">GENERAL LIABILITY</td> </tr> <tr> <td>COMBINED SINGLE LIMIT</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td>ADDITIONAL COVERAGES</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>PRODUCTS COMPLETION</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td colspan="6">AUTOMOBILE LIABILITY</td> </tr> <tr> <td>COMBINED SINGLE LIMIT</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td>ADDITIONAL COVERAGES</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>PROPERTY DAMAGE</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td colspan="6">UMBRELLA</td> </tr> <tr> <td>COMBINED SINGLE LIMIT</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td>ADDITIONAL COVERAGES</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="6">WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</td> </tr> <tr> <td>COMBINED SINGLE LIMIT</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td>ADDITIONAL COVERAGES</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="6">ERRORS & OMISSIONS</td> </tr> <tr> <td>COMBINED SINGLE LIMIT</td> <td></td> <td></td> <td></td> <td></td> <td>\$1,000,000</td> </tr> <tr> <td>ADDITIONAL COVERAGES</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					TYPE OF INSURANCE	ADD. SECT.	POLICY NUMBER	POLICY EFF. DATE	POLICY EXP. DATE	LIMITS	GENERAL LIABILITY						COMBINED SINGLE LIMIT					\$1,000,000	ADDITIONAL COVERAGES						PRODUCTS COMPLETION					\$1,000,000	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT					\$1,000,000	ADDITIONAL COVERAGES						PROPERTY DAMAGE					\$1,000,000	UMBRELLA						COMBINED SINGLE LIMIT					\$1,000,000	ADDITIONAL COVERAGES						WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						COMBINED SINGLE LIMIT					\$1,000,000	ADDITIONAL COVERAGES						ERRORS & OMISSIONS						COMBINED SINGLE LIMIT					\$1,000,000	ADDITIONAL COVERAGES					
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<p>CERTIFICATE HOLDER</p>		<p>CANCELLATION</p> <p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE</p> <p>Melissa McCaigster</p>																																																																																																														

ACORD 25 (01/05)

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#12-H

AGREEMENT

between

CITY OF DIXON, ILLINOIS

and

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA**

LOCAL 722

May 1, 2013, to April 30, 2016

PREAMBLE

The agreement entered into by the City of Dixon, Illinois, hereinafter referred to as the Employer, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 722, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE I

RECOGNITION AND UNION SECURITY

1.1 Subject to the resolution passed by the City Council on April 9, 1976, the Employer agrees to recognize the Union as sole and exclusive representative on such matters relating to wages, hours and working conditions upon which it may lawfully bargain collectively for the classifications set forth in Appendix A which sets forth the wage structure and defines the bargaining unit. It is recognized that Supervisors, Clerical and other employees in classifications not listed in Appendix A shall have no rights under this contract.

1.2 The Employer agrees to deduct the Union membership initiation fee and, once each month, dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer by the fifteenth (15th) day of the succeeding month, or such other date as shall be mutually agreed upon.

1.3 The Union shall hold and save the employer harmless from any and all responsibility and claims in connection with the collection and disbursement of monies under this Article and Agreement.

1.4 It is understood and agreed by and between the parties hereto that as a condition of continued employment, all persons who are hereafter employed by the Employer in the unit which is the subject of this Agreement shall become financial members of the Union not later than the sixtieth (60th) day following the beginning of their employment or the execution date of this Agreement, whichever is later; that the continued employment by the Employer in said unit of persons who are already members in good standing of the Union shall be conditioned upon those persons continuing their payment of the periodic dues of the Union; and that the continued employment of persons who were in the employ of the Employer prior to the date of this Agreement and who are not now members of the Union, shall be conditioned upon those persons

becoming financial members of the Union not later than the sixtieth (60th) day following the execution of this Agreement. New employees shall be probationary for the first sixty (60) days of employment and no grievance regarding their discipline or discharge may be filed or have any effect during this time.

The failure of any person to become a financial member of the Union at such required time shall obligate the Employer, upon written notice from the Union to such effect, and to the further effect that such membership was available to other members, to forthwith discharge such person.

Further, the failure of any person to maintain his Union financial membership in good standing as required herein shall, upon written notice to the Employer by the Union to such effect, obligate the employer to discharge such person.

1.5 Upon receipt of a written authorization from the Employee, the Employer agrees to deduct initiation fees and monthly Union dues from the pay of each such employee in the amount and manner prescribed by the Union in accordance with its Constitution and By-Laws, and shall remit same to the Union within seven (7) days from its collection.

1.6 Upon receipt of a written authorization from the Employee, the Employer agrees to deduct contributions from the pay of each such employee to DRIVE (Democrat Republican Independent Voter Education) and remit same to the Union within seven (7) days from its collection.

ARTICLE II

HOURS OF WORK

2.1 An employee's workday is the twenty-four (24) hour period beginning at 12:00 am. Under terms of this provision, a Saturday, a Sunday, a sixth (6th) or seventh (7th) day, or a Holiday, shall be deemed to extend over the same period of hours as a regular workday.

2.2 The normal workweek will be forty (40) hours based on eight (8) hours per day, five (5) days per week. The regular workweek will be Monday through Friday. However, the Employer may employ part-time employees to work any portion of the regular workday and/or week without regard to other provisions of this Agreement.

2.3 No provision of this Article shall be construed as a guarantee of hours, work per day or days of work per week; or pay in lieu thereof; or a limitation on the maximum hours per day or week that may be scheduled.

2.4 The starting time of the first shift shall be 7:00 AM and there shall be an unpaid lunch period from 12:00 Noon to 12:30 PM with the quit time for the first shift occurring at 3:30 PM.

The above times may be altered by mutual agreement between the parties.

ARTICLE III

HOLIDAY PAY

3.1 All active full-time employees of the City who have been in the continuous employ of the City for thirty (30) calendar days shall be paid their full straight time pay up to a maximum of eight (8) hours for the following named holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. Presidents Day
4. Good Friday
5. Memorial Day
6. Fourth of July
7. Labor Day
8. Columbus Day
9. Veteran's Day
10. Thanksgiving Day
11. Day after Thanksgiving
12. Christmas Day

3.2 In order to receive Holiday pay, an employee must work the last scheduled day of work preceding the Holiday and the first scheduled day of work following the Holiday. Employees who are absent with the written approval of their supervisor on either of these days may be paid as may an employee who is absent for a reason that is clearly justified and beyond his control. Employees, who are on lay-off or sick leave, or through leave of absence, shall not qualify for Holiday pay hereunder.

3.3 An employee who works on a Holiday shall be paid double time in addition to Holiday pay.

3.4 If a Holiday named above falls on a Saturday, it will be observed on the Friday before it; if it falls on a Sunday, it will be observed on the Monday following.

ARTICLE IV

SICK LEAVE

4.1 An employee who has at least one (1) year service with the City and who is injured in the line of duty and receives Workmen's Compensation payments shall be entitled to receive his full salary for a period of up to four (4) months in any calendar year, except that he shall remit to the City whatever monies he shall receive under Workmen's Compensation. In no instance shall he receive a total pay in excess of his earnings had he not been disabled.

4.2 An employee who has at least one (1) year service and who is ill or injured by reason of any cause other than one covered by Workmen's Compensation, self-employment or employment by another employer shall be entitled to accrue twelve (12) days paid sick leave in each calendar year.

4.3 An employee with less than one (1) year service with the City but more than thirty (30) days service shall be entitled to a proration of sick pay (as provided in Section 4.2 above) as his service is to one (1) year. This benefit is solely and exclusively to be applied to service-connected illness or injury for which Workmen's Compensation is paid. The employee will remit to the City whatever weekly benefit he receives by reason of payment from Workmen's Compensation insurance carriers or others.

4.4 An employee who is continuously absent under this provision for any period of time which extends from one (1) calendar year into another will be allowed to use his entitlement as provided herein for the year in which the disability began even though some part of its benefits are paid in the next calendar year.

4.5 Any benefits received under this Article shall be contingent upon the employee furnishing medical evidence in the form of a licensed medical physician stating in detail the nature of the employee's illness or injury, its extent, probable duration, and that it is sufficiently disabling to require his absence from work. It is understood that an employee making application for, or receiving, benefits under this policy may be required to undergo a physical examination by a physician designated by the City. It is further agreed that an employee making application for, or receiving, benefits under this policy releases any physician having knowledge of his illness or injury to supply the City with such information. The City shall bear the cost of any such examination it requires an employee to take.

4.6 When an employee uses sick leave days for other than Workmen's Compensation absences, it will be renewed at the rate of one day for each calendar month of actual work not to exceed the original entitlement.

4.7 An employee who does not use any sick leave during the May 1 through April 30 period (1 year) will receive compensation in the amount of \$250.00. An employee who uses not more than one (1) day sick leave during the May 1 through April 30 period (1 year) will receive compensation in the amount of \$100.00.

4.8 All employee's hired prior to May 1, 2013 shall be credited with eighty-eight (88) days of sick leave and an additional four (4) days of sick leave for each completed year of service with the City. This leave shall be placed in an employee sick leave bank. Any days accumulated but unused may be applied to service credits per the IMRF law at the time of the employee's retirement from the City. If these days are not used for IMRF service credit, the days remaining in the sick leave bank will not be paid out or credited in any other manner.

ARTICLE V

LEAVES OF ABSENCE

5.1 Eligibility Requirements

Employees shall be eligible for leaves of absence after one (1) year of service with the Employer. All leaves of absence granted under this Article shall be without pay or fringe benefits, except as specifically provided herein.

5.2 Application for Leave

The employee Request shall submit any leave of absence, for a reasonable purpose, in writing to his immediate supervisor. The request shall state the reason the leave of absence is being requested and the approximate length of time off the employee desires. Authorization for a leave of absence shall be furnished to the employee by his immediate supervisor, and it shall be in writing. A request for a leave of absence shall be answered as soon as is practical. In addition to accruing seniority while on any leave of absence granted under the provisions of this Agreement, employees shall be returned to the positions they held at the time the leave of absence was granted, provided the positions still exist and the employees have the skill and physical ability to perform the job. An employee with the physical fitness and capacity and seniority to perform the job shall be returned to whatever position his seniority entitled him to.

5.3 Reasonable Purpose

Leaves of absence for a limited period of time, not to exceed six (6) months, may be granted for any reasonable purpose. The Union and the Employer shall agree upon reasonable purpose in each case.

5.4 Bereavement Pay

An employee shall be granted five (5) days leave of absence at full pay in the event of death in his immediate family, if travel to attend funeral is two hundred fifty (250) miles or more from

Dixon. If travel to attend funeral is less than two hundred fifty (250) miles, employee shall be granted three (3) days leave of absence at full pay in the event of death in his/her immediate family. Immediate family is defined as spouse, parents, children, sister, brother, grandparents, mother and father-in-law, sister and brother-in-law, and stepchildren. The leave will be granted such that the last day of the three (3) day period will be the day of the funeral. In order to qualify for payment hereunder, the employee must actually attend the funeral. Such days of the above three (3) days that coincide with Saturday, Sunday or a paid Holiday will not be paid for.

5.5 Jury Duty

An employee with not less than one-year service shall receive full pay for time lost when serving on a jury. Any fees received by the employee for jury service must be turned over to the City. An employee should inform his supervisor when the initial notice of impending service is received. The employee should advise his supervisor upon his release from the courts.

ARTICLE VI

VACATIONS

6.1 Active employees shall be granted an annual paid vacation for the period specified below based upon the following service requirements:

Service Requirements	Vacation Period
1 year, but less than 5 years	10 days
5 years, but less than 10 years	12 days
10 years, but less than 20 years	16 days + 1 day/year
20 years and over	26 days

6.2 Increases in vacation eligibility accruing to an employee will be awarded on the employee's anniversary date of hire based on the schedule set out in Section 6.1 above.

6.3 Vacation will be paid as vacation time is actually taken and at the employee's regular hourly wage.

6.4 The practice as of the date of execution of the Agreement with respect to the selection and allocation of vacation periods shall be continued for the duration of this Agreement. Vacations may be scheduled over each fiscal year beginning May 1 of each year, with the Employer allocating the number of weeks of available vacation time for each classification in any week. Selection from available vacation time will be made in seniority order by April 1 of each year. Once a selection is made, the employee may not alter his choice except from among

weeks of time not already claimed regardless of seniority. The employee shall be permitted to rollover up to five (5) unused vacation days to the first three (3) months of following year. Such rollover days must be taken during that period or will be lost to the employee. The applicable pay rate shall be that initially applicable to the vacation days for the period granted. Rollover days must be taken in their entirety before utilization of subsequent vacation days.

6.5 Any employee who resigns must give not less than two (2) weeks written notice in order to be eligible to receive his accumulated vacation pay.

6.6 Vacations must be taken and cannot be accumulated from year to year. However, any employee who by reason of any emergency requiring his services is requested to and does work during his vacation period shall be paid for regular hours at a rate of time and one half (1 1/2) his regular rate, and for overtime hours at a rate of two and one half (2 1/2) time his regular rate of pay. In addition, the employee's remaining vacation (with pay) shall be rescheduled to a future period. This Section 6.6 shall not apply where an emergency exists and the employee is given forty-eight (48) hours notice before the start of his actual vacation.

ARTICLE VII

WAGES

7.1 Employees shall be compensated in accordance with the wage schedule contained in Appendix A, which is attached to and made a part of the Agreement for the purpose of defining the unit and setting the minimum wage rates for the work to be performed under the various classifications set forth therein.

7.2 No employee hired or appointed after the effective date of this Agreement shall be paid less than two dollars (\$2.00) per hour less than the maximum of classification for which he was hired which hourly rate shall be considered as the hiring rate for the various classifications. It is understood, however, that the City may employ a new employee in any classification at an hourly rate higher than the hiring rate at its sole pleasure. A new employee hired under the classification rate shall receive a twenty-five cents (\$.25) per hour increase upon the completion of his probationary period. Thereafter, he shall receive a twenty-five cent (\$.25) increase on February 1, May 1, August 1, and November 1 for the first year of his employment and thereafter he shall receive a fifty cent (\$.50) increase on February 1 and August 1 until his rate of pay equals but does not exceed the classification rate.

7.3 Wage progression set dates shall be May 1 and November 1 regardless of any other date and increases granted thereunder shall be effective on those dates. Any employee who is absent from active employment for more than one-half of the work days during those periods may not receive the increase until the next progression date.

7.4 The Employer may appoint employees to the classifications of Working Foreman and Group Leader without following the procedures set forth in Section 12.7. Employees in the above classifications shall, in addition to their other duties, have the responsibility to assign work to, check the work of other employees covered by this Agreement. Further, they will be required to call to the attention of their supervisors the quantity and quality of the work performed by the employees supervised as well as the facts relating to any unacceptable work place behavior by any employee. The Union agrees that such reporting shall not be the basis for any retaliation or discrimination by the Union or its members. An employee appointed to Working Foreman shall hold the position for not less than sixty (60) days unless demoted or otherwise disciplined for just cause. Employees classified as Working Foreman shall serve at the sole pleasure of the City and shall receive a wage differential of fifteen percent (15%) respectively over the base rate of the street maintenance specialists under his supervision for a full workweek. The City may create or abolish the position as it decides is necessary.

The City may create the position of Traffic Maintenance Specialist. The position shall be a bargaining unit position and shall be filled from among qualified bargaining unit members. The City shall develop a job description for the position of Traffic Maintenance Specialist. The Traffic Maintenance Specialist shall receive a wage differential of fifteen percent (15%) above that of the Street Maintenance Specialist. The City may create or abolish the position as it decides is necessary.

7.5 In the event there is a need for the establishment of new classifications including rates of pay, there will be a meeting for the purpose of establishing such classifications and rates by mutual agreement. Where agreement is not reached by the time work must be started, the employer may start work at the rate it believes proper. If the rate mutually agreed on differs from that established by the employer, such rate shall be retroactive to the start of work in the new classification. If the parties fail to agree on such a rate within thirty (30) days of the start of work in the classification, the Union may appeal directly to arbitration within the next thirty (30) consecutive calendar days.

7.6 An employee can be assigned to work in any classification in his department, which has the same or lesser rate of pay as long as he receives his regular rate of pay without violating his rights under this Agreement. However, whenever he is out of his classification by reason of this provision, no other employee of another classification will be assigned the work of his classification unless there is a clear and compelling requirement for such a manpower allocation in the interest of substantial economic savings or the protection of life and property.

ARTICLE VIII

CALL TIME AND REPORT PAY

8.1 An employee who has actually left work at the conclusion of his regular shift of work and who is called back to work shall be given a minimum of two (2) hours work or pay at the applicable rate.

8.2 An employee who has not been given at least two (2) hours notice not to report to work on a regularly scheduled work day and who does report to work, shall be guaranteed four (4) hours work or pay unless the lack of employment is caused by fire, flood, storm or some other cause beyond the City's control.

8.3 An employee who is placed on alert while off duty and is required to remain accessible to call to duty shall remain in communication with his Department and be available for prompt report to active duty. In consideration of this availability, the employee shall be compensated as follows:

8.3.1 For the other Departments, the first hour of such alert time shall be paid at full rate; the second hour a one-half (1/2) rate and all hours thereafter at one quarter (1/4) rate until a Maximum of eight (8) hours has been accrued.

Each cancellation of an alert time for any period of time will serve to re-establish a new alert under this Section.

8.3.2 The City will list with the Police Department supervisory and executive employees who shall be notified in the event of the necessity to call out employees covered by the Unit and they in turn will perform the call out procedure. Only in the case of threat to life or property where immediate response is imperative or the public health and safety is threatened and the above personnel cannot be reached will the Police Department contact any employee directly.

ARTICLE IX

OVERTIME

9.1 Time and one half (1 1/2) the employee's regular hourly rate of pay, as defined below, shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

- A. All work performed in excess of eight (8) hours in any work day;
- B. All work performed in excess of forty (40) hours in any workweek.

9.2 When an employee has worked six (6) or more consecutive hours before their regularly scheduled start time they shall stay on the applicable overtime rate until released for at least eight (8) consecutive hours to rest.

9.3 An employee required to report to work before the start of his regular shift shall not be sent home early, but shall be given the opportunity to complete his regularly assigned work shift.

9.4 There shall be no pyramiding of premium under this Article or Agreement.

9.5 The Employer agrees to distribute overtime but not necessarily to equalize overtime. The employee working on any job, which extends into overtime shall have first claim on the overtime. The parties recognize that they have an obligation to the community to provide services and that this obligation on occasion may require the working of overtime. Where it is necessary to meet the above objective, overtime shall be compulsory. Where it is not, it shall be optional with the employee. The employment of part-time or temporary personnel shall not work to deprive regular full-time personnel. However, if the full-time personnel who would have usually worked the overtime refuses it or is not available, the employer may work part-time or temporary personnel on said overtime without violating the Agreement.

ARTICLE X

GENERAL PROVISIONS

10.1 Rules and Regulations

The City shall have the right to make such reasonable rules and regulations as are necessary for the safe and efficient operation of the various Departments. These rules and regulations must be posted and a copy provided to the Union Steward for transmittal to the Union Business Office. Posting shall constitute notice to the employees of the rules. The reasonableness of any rule promulgated by the City is subject to adjudication through the grievance procedure. There shall be no ex post facto implementation of rules, and further, they shall not be in effect until they have been posted for at least seventy-two (72) hours.

10.2 Uniforms

If any employee is required to wear a uniform, protective clothing, or any type of protective device as a condition of employment, such uniform, protective clothing, or protective device

shall be furnished to the employee by the Employer, but shall remain the property of the City. The cost of maintaining the uniform or protective clothing in proper working condition shall be the responsibility of the employee. The minor repair and maintenance of clothing resulting from the usual wear and tear shall also be the responsibility of the employee.

10.3 Medical Plan

The City agrees to offer the Health and Welfare benefits agreed to on May 1, 2006, for the duration of this Agreement. These benefits are set forth in Appendix D which is attached to and made a part of this Agreement.

The City's contribution for family coverage shall not exceed fifty-five percent (55%) for the term of this Agreement. The members of this bargaining unit will not pay any more for health insurance than any other employee of the City, whether union or non-union.

The City will not change the current health insurance policy or costs prior to January 1, 2014. Should the City desire to change portions of the health insurance policy or increase costs to the employees, the City will negotiate with the Teamsters over those changes. The City will institute a health insurance review committee to assist the City in the review of health insurance alternatives and requests that a representative of the bargaining unit be part of that committee.

For any eligible employee who retires after May 1, 1997, the City will pay one-half the cost of coverage for a retiree (not family coverage) with twenty (20) years of service at 55 years of age until he is eligible for Medicare. Such an employee must not have or be eligible for any other group health insurance. If the employee retires before 55 years of age, he must stay on the group plan and pay the entire cost of the premium until he attains 55 years of age.

10.4 Employer Rights

The City retains all of its rights as an employer, which it now has under law and common law unless a specific clause of this contract expressly abridges such rights.

10.5 Personal Days

10.5.1 Each non-probationary employee during each contract year shall be entitled to six (6) personal days on which he does not have to report for work and will receive eight (8) hours pay at his current rate.

10.5.2 The employee must inform and have the approval of his Superior not less than twenty-four (24) hours before the beginning of the work shift from which he proposes to be absent on a personal day. The City may, for good cause shown, waive the twenty-four (24) hour notice requirement.

Personal days may be taken only in such manner as will not disrupt City operations. No two (2) personal days may be scheduled consecutively.

10.5.3 These personal days cannot be taken on the day before or the day after a Holiday, and cannot be taken on the day before the start of any vacation, or the day after the completion of any vacation time.

10.6 Discontinuation of Department

The City agrees that in the event it discontinues, sells, leases, or otherwise severs itself from the direct operation of management of an activity on a Department or Sub-Department basis, which action of the City discontinues its need for the further services of all of the employees of that Department, or any district sub-division thereof, it will meet with the employees affected and the Union to discuss their possible continued employment by the City, or severance conditions.

10.7 Bulletin Boards

Union bulletin boards, presently in place and currently used by the Union in various locations, may be used by the Union for the following purposes:

- A. Recreational and social affairs of the Union,
- B. Union meetings,
- C. Union appointments,
- D. Union elections,
- E. Results of Union elections.

All other notices, bulletins, or information require the written approval of the Commissioner of Public Works or his representative. All notices posted by the Union are the responsibility of the Union and will be signed by the official responsible for its posting. All postings will bear a down-date, and the prompt removal of the notice after this date will be the responsibility of the individual who posted the notice. These bulletin boards will not be used for disseminating any matter of a political or controversial nature.

10.8 Meal Allowance

Any employee who works more than two (2) hours overtime after having completed ten (10)

hours of work shall receive ten dollars (\$10.00) meal allowance. After completing four (4) more hours and each four (4) hours thereafter, the same meal allowance shall be paid.

10.9 Appendices

Appendices A, B, D, E and F attached hereto are included in and are a part of this Agreement.

10.10 Clothing Allowance

Each actively employed regular full-time non-probationary employee of the Cemetery, Sewage and Street Department shall on the effective date of this Agreement and each anniversary thereafter receive a clothing allowance of five hundred dollars (\$500.00). The City retains the right to provide uniforms in lieu of this clothing allowance.

10.11 Pension

The City will contribute to the Illinois Municipal Retirement Fund as required by statute for each covered employee.

10.12 CDL

If any employee is required to possess a Commercial Drivers License, the City shall reimburse the employee for renewal costs associated with its issuance and application fee. The City will not be responsible for any costs beyond the issuance and application fee.

ARTICLE XI

STRIKES AND LOCKOUTS

11.1 It is agreed that there will be no strike, walkout, showdown, work stoppage, picketing or other activity which interferes with the City's operations by the Union or its members and there shall be no lockout by the City for the life of this Agreement.

11.2 In the event an employee or a group of employees engage in a strike, work stoppage, or slowdown, walkout or picketing, the City agrees it will institute no action against the Union, provided the Union upon request from the City, in good faith, takes immediate action to terminate or discontinue such strike, work stoppage, walkout, slowdown or picketing and

publicly disclaims responsibility for same.

11.3 Any employee or group of employees who engage in a strike, work stoppage, walkout, slowdown, picketing or other activity which interferes with the City's operation may be disciplined and/or discharged by the City with no recourse to the grievance procedure. The issue of whether an employee took part in any of the above actions can be subject to the Grievance procedure and arbitration.

ARTICLE XII

SENIORITY

12.1 Definition

Seniority means an employee's length of continuous uninterrupted service with the employer since his last date of hire and shall only have effect in his Department.

12.2 Probation Period

New employees shall be added to the seniority list sixty (60) days after their date of hire. During this period of probation, no grievance may be filed by such employee, or on his behalf, regarding his discharge or other discipline and he shall have no rights under this Agreement.

12.3 Seniority Lists

Once each year the Employer shall post a seniority list for each Department showing the seniority of each employee. A copy of the seniority list shall be furnished to the Local Union when it is posted. The seniority list shall be accepted and final thirty (30) days after it is posted, unless protested by the Union or an employee.

12.4 Loss of Seniority

An employee's seniority shall be lost by voluntary resignation, discharge for a just cause, retirement, failure to return from a leave of absence and by being absent for three (3) consecutive work days without reporting off. An employee absent because of lay-off, illness or injury will retain his seniority for a period equal to his period of service, i.e. seniority date to date of start of absence, but not longer than twenty-four (24) months regardless of length of service.

12.5 The City agrees that seniority will be used as one factor in making decisions relative to employee treatment under this Agreement. In any case where a decision must be made relative to two (2) or more employees under the provisions of this article, seniority shall be the determining factor where the skill, ability and physical fitness of those employees are such that they can and do demonstrate the ability to perform the work in a manner which has been usually and customarily acceptable to the City.

12.6 Employees permanently promoted to supervisory positions outside of the scope of this Agreement for a period in excess of sixty (60) calendar days shall lose all seniority

12.7 Promotion

It is the intent of the City to provide promotional opportunity to employees where such is economically sound and not an economic burden upon the City of undue proportion. To this end, each employee of the City may list with the City, on forms supplied by the City, three (3) positions for which he would like to be considered, which positions are higher paid than the one held at the time of filing.

At the time of any opening, the cards on file will be reviewed and the position awarded subject to the following conditions:

12.7.1 The most senior qualified employee who has the skill, physical fitness, and ability to perform the job will be given the job.

12.7.2 If there are no qualified employees who have requested the job, the City may hire a qualified employee from any other source.

12.7.3 If the City elects to train an employee to perform the new job, it will take the most senior man who has the necessary aptitude and physical fitness to perform the work.

12.7.4 An employee shall be considered qualified if he is able to perform the work without training. Brief orientation on unique characteristics of the work of the classification will not be considered as training. Any dispute as to an employee's qualifications may be submitted to the Grievance Procedure.

12.8 An employee must accept the award of any position he has requested.

12.9 An employee who is awarded a higher paying classification shall be ineligible to request another position for six (6) months and such requests as he has on file shall be invalidated for that period of time. An employee who is awarded an equal or lower paying classification may not request another position for two (2) years.

12.10 The City may fill a vacancy with a hardship case, a handicapped employee, an injured employee or any employee who because of health, age, or physical condition is no longer able to perform the duties of his present job.

12.11 If it becomes necessary to reduce the number of employees in a classification, the most junior employee will be placed in the next lower classification within his Department he is qualified as defined in Section 12.7.4 of this Article to perform satisfactorily and which is held by a person of less seniority.

12.11.1 This process will be repeated until there are no junior employees in lower classifications in his which the displaced employee is qualified to perform.

12.11.2 An employee may not under any circumstances be upgraded as a result of this process.

12.12 Recall From Lay-Off

12.12.1 A qualified employee who has been laid-off from his Department will be recalled to classification in his Department he is qualified (as defined in Section 12.7.4) by skill and ability to perform in order of seniority. Errors in recall resulting from employee skill and ability not shown on employer records will not be subject to retroactive liability grievance or arbitration claims or awards.

12.12.2 When a laid-off employee is recalled for work, he Employer will notify the Union by letter and the employee by registered mail, telegram, or telephone. When an employee is recalled, he must comply with the following procedure or lose his seniority rights and be removed from the recall list.

12.12.2.1 The employee must report his intention of returning to work within three (3) days, not including Saturday, Sunday, and Holidays, from the date of his notification, and must actually report for work within seven (7) calendar days from the date of notice to his last address or telephone number on record with the employer.

12.12.2.2 An employee must accept recall to any classification in his Department.

12.12.3 If it is necessary to temporarily reduce the work force on any classification or group of classifications, such temporary lay-off may be made without regard to

seniority but will be the employees working in the classification or classifications and department affected, and shall not exceed one (1) week at any one occasion.

12.12.4 Subject to this whole Article and Agreement seniority will be exercised within departments for lay-off and recall purposes. The recognized departments are: Street, Sewage, and Cemetery. The City may create new departments to be added to his section, as the needs of the City require.

12.13 It is recognized that the employer may employ part-time or temporary employees on an intermittent or permanent basis and that they are not covered by this Agreement. It is understood that no part-time employees may be employees in any Department where there are full-time personnel laid off under the provisions of Section 12.11 and who are ready, able and willing to perform the work involved.

ARTICLE XIII

GRIEVANCE AND ARBITRATION

13.1 Grievance

If any difference should arise, an earnest effort shall be made to settle it in the manner described below, provided that no grievance shall be processed in any step (including arbitration) if the aggrieved employee, or any employees, are engaged in a strike in violation of this Agreement.

13.2 Union Grievance Representation

Union grievance representation will consist of no more than two (2) members of the bargaining group (who have at least one (1) year's seniority) and may be elected or selected at the discretion of the Union.

13.3 City Grievance Representation

The City will be represented in the various steps of the grievance procedure as follows:

Step 1 - Department Head or his representative

Step 2 - Commissioner of Public Works or his representative

13.4 Grievance Defined

A grievance is defined as an allegation that the City has violated this Agreement.

13.5 Time Line for Filing a Grievance

No grievance shall be valid unless it is filed within five (5) scheduled workdays of the time that the Union or the employee knows or should have known of the alleged contract violation.

13.6 Grievance Steps

Any settlement shall not be inconsistent with this Agreement.

Step 1- If the employee desires that a grievance be processed, the grievance must be reduced to writing on a form mutually agreed upon, dated, and signed by both the employee and his Steward, and be filed with the Foreman for referral to the Department Head. The Department Head shall arrange for a discussion with the Grievance Committee within five (5) workdays after the date of filing. The Department Head will answer the grievance within five (5) workdays from the date he received the written grievance.

Step 2- An appeal from the Step 2 answer may be made by the Grievance Committee by filing a written appeal with the appropriate Commissioner or his representative. That Commissioner and/or his representative shall arrange a discussion of the grievance with the Grievance Committee and the Business Agent. That Commissioner and/or his representative will answer the grievance within ten (10) work days following his receipt of the grievance at Step 2.

13.7 Grievance Settlement

Any grievance not appealed to the next succeeding step in writing and within five (5) work days of the City's last answer will be considered settled on the basis of the employer's last answer and shall not be eligible for further appeal, except that the parties may, in any individual case (except discharge cases) by unilateral notice in writing, extend this time limit not to exceed a total of thirty (30) days for the particular grievance.

13.8 Grievance Arbitration

If a dispute is not resolved through the grievance procedure as outlined in Section 13.7, a grievance as defined in Section 13.4 of this Article may be referred to arbitration within ten (10) work days after the third (3rd) step meeting. Any grievance not appealed within the time limits expressed above will be considered settled on the basis of the City's last answer.

13.9 At the time the grievance is advanced to arbitration, the Union shall present to the City a statement of the issue, the remedy sought, and a brief statement for the basis of the claim including the basic facts giving rise to the claim and the Article and Section of the contract alleged to be violated. The parties will submit a written, agreed upon, statement of the issue to be

decided to the arbitrator at the time of his appointment, or they will inform him at that time of their inability to agree on the issue, and each party will submit to the arbitrator and the other party his definition of the issue. No briefs or argument will be filed with such statement of issue.

13.10 If the parties cannot agree on the statement of the issue or issues, the arbitrator will hear testimony and argument from both parties on this point at the first meeting of the arbitrator and the parties before proceeding with the hearing. He will then state the issue for the parties. Unless both parties request that the hearing proceed at once, it will be adjourned for not less than five (5) days nor more than ten (10) days.

13.11 The City will, upon receipt of a demand to arbitrate from the Union, promptly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) members from which the parties will alternately strike names; the last remaining individual shall be the Arbitrator. Either party may reject an entire panel once, before the selection process begins by informing the other part in writing of its decision and request a second panel of seven (7) names.

13.12 All decisions of the Arbitrator shall be final and binding on the parties.

13.13 In the conduct of any arbitration under this Article, the rules and procedures governing the conduct of arbitration proceedings of the American Arbitration Association shall control, except where specifically limited by this Article.

13.14 The Arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of the Agreement.

13.15 There shall be a court reporter present at the hearing of any arbitration hereunder. A record shall be provided to the Arbitrator, the City and the Union. The cost of the record and the fees and expenses of the Arbitrator shall be equally shared by both the parties on a fifty-fifty basis. The Arbitrator will state in his decision the cost to each party.

13.16 The Arbitrator shall render his decision in writing to the parties within thirty (30) calendar days following the close of the arbitration hearing.

13.17 The Arbitrator shall support his findings with a written opinion. His decision and opinion shall be based solely on and directed to the issue before him. The award shall clearly direct the parties as to what action(s) must be taken in order to comply with the award.

ARTICLE XIV

UNION ACTIVITIES

14.1 Union activities within City facilities shall be restricted to collective bargaining under this Agreement. The Union shall not engage in Union activities on City time or its property which will interfere with employee's assignments or duties.

14.2 Members of the Grievance Committee shall ask for and obtain permission before leaving their jobs in order to conduct Union business. Members of the Grievance Committee will ask for and obtain permission from the Foreman of any employee with whom he wishes to carry on Union business.

14.3 Authorized agents of the Union shall have access to the Employer's establishment during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided however, there is no interruption of the City's working schedule.

ARTICLE XV

SEPARABILITY

15.1 It is not the intent of either party hereto to violate any laws or rulings or regulations of any Governmental authority or agency having jurisdiction of the subject matter of this Agreement, and the parties hereto agree that in the event any provisions of this Agreement are held as being in conflict of any such laws, rulings or regulations, those portions should be considered to be void, in such event, the parties agree to meet promptly and negotiate with respect to substitute provisions rendered or declared unlawful, invalid or unenforceable. Nevertheless, the remainder of this Agreement shall remain in full force and effect. In such event, the parties agree to meet promptly and negotiate with respect to substitute provisions rendered or declared unlawful, invalid or unenforceable.

ARTICLE XVI

DURATION AND AMENDMENT

16.1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or the recognition resolution which authorized this

employer union relationship from the area of collective bargaining, and that all of the understandings and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. Therefore, the City and Union, for the life of the Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any matter not specifically referred to or covered in this Agreement, even though such matters or subject may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except that the parties may voluntarily discuss any problem related to the wages, hours, or working conditions either under the agency of any grievance procedure or by special request.

16.2 It is further agreed that when this contract is signed, same shall be in effect from the first (1st) day of May, 2013, to the thirtieth (30th) day of April, 2016, and from year to year thereafter unless written notice is given by either party to the other on or before sixty (60) days prior to April 30, 2016, or the same date of any subsequent year, requesting that this Agreement be amended or terminated.

16.3 This contract shall remain in force for the term specified above and during the period for negotiations for amendments to this Agreement or a new Agreement with this Union. It is recognized that during this period, the parties may take advantage of the processes of mediation, fact finding, or other sources of conciliation. It is agreed that during the period of negotiations for a new or amended Agreement, this contract shall remain in full force and effect, and whatever date the new or amended Agreement is negotiated and executed, its provisions with respect to wages only shall be made retroactive to the termination date of this Agreement.

SIGNED FOR THE UNION

CITY OF DIXON

Mayor

APPENDIX A
WAGE SCHEDULE

<u>Classifications</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Street Maintenance Specialist	\$22.65	\$23.44	\$24.26
Cemetery Worker	\$22.65	\$23.44	\$24.26
Mechanic (furnishes own tools)	\$26.05	\$26.96	\$27.90
Sewage Treatment Plant Operator:			
Class IV	\$22.97	\$23.77	\$24.60
Class III	\$23.39	\$24.21	\$25.06
Class II	\$23.94	\$24.78	\$26.64
Class I	\$24.57	\$25.43	\$26.32
Laborer (Sewage Plant)	\$22.65	\$23.44	\$24.26
Cemetery Foreman	(15 percent above Cemetery Worker)		
Street Foreman	(15 percent above Street Maintenance Specialist)		
Traffic Maintenance Specialist	(15 percent above Street Maintenance Specialist)		

APPENDIX B

This Appendix, which is a part of the contract to which it is attached, provides for the rights and obligations of employees of the City classified as Superintendent.

There is, at the time of the execution of this Agreement, one employee so classified in each of the following three (3) Departments: Sewage Treatment Department; Cemetery Department; and the Street Department. It is understood and agreed by all parties hereto that the employment of the Various Superintendents stated above shall remain unaltered by this Agreement. It is further agreed that the wages, hours and working conditions or any other of the conditions of employment of persons so classified shall not be regulated by this Agreement nor shall any party have the right to file grievances relating to those topics hereunder.

The City agrees that the incumbents of the position of Superintendent will pay the usual and reasonable dues and initiation of any other employee covered by this Agreement and by doing so shall be considered a member in good standing of the Union. There shall be no basis for complaint or grievance if, in the course of his duties, he performs work which is otherwise described as bargaining unit work.

The Union agrees that it will not discriminate against any Superintendent by reason of the discharge of his duties as Superintendent.

This Appendix shall not limit the number of Superintendents the City may from time to time employ and it does not necessarily require that they join the Union and pay dues except that if they fail to join the Union and pay dues, they must not perform any work covered by the unit except for purposes of instruction of bargaining unit employees, familiarization of any personnel with bargaining unit work, or in any case where there is a real and present threat to life and property which requires their action or in any case where it is overwhelmingly economic for the Superintendent to be thus employed.

APPENDIX D

The City will provide plan options (Plan 1 through Plan 4) as attached hereto for selection by the individual employee under the conditions established by the insurance provider; however the City will contribute only the Plan 4 rate, as limited by Article 10.3. Should an employee select a more expensive Plan the City will contribute towards the employee's selection only the amount that the City is contributing for Plan 4.

APPENDIX E

NON-DISCRIMINATION

The parties to this Agreement do pledge and agree that there will be no discrimination against any employee or prospective employee, by reason of his race, age, gender, creed, color, national origin, or physical handicap.

APPENDIX F

CALL OUT POLICY - WASTEWATER TREATMENT FACILITY, SANITARY SEWER SYSTEM

Response During Normal Working Hours: 7:00 am to 3:30 pm M-F

Calls received by the treatment facility or other City departments will be forwarded to treatment facility personnel by contacting the treatment facility directly. The numbers to contact will be as follows:

Treatment Facility Phone: 288-3383
On Call Cell Phone: 440-5090
Supt. Cell Phone: 440-8212

All treatment facility staff have been trained in responding to sewer back up calls and are capable of handling emergency calls during normal working hours.

The person receiving the call shall obtain from the caller the following information, which will be used for filing the incident report into the computer database. The person responding to the call will file with the Superintendent an incident report stating actions taken in remedying the back up situation.

- Name
- Address
- Return Phone Number
- Nature of the Problem

The Superintendent will be responsible for entering sewer back up response data into the computer database for report filing and future response analysis.

Response During NON-Working Hours:

The following policy procedures are for calls relating to emergency sewer back up and treatment facility problems during non-working hour's seven days per week. For safety reasons, two persons must respond to every emergency call. A phone message and emergency number will be established to give persons calling a procedure to follow to contact proper city personnel.

Emergency Call Out and Employee Stand-By Policy

1. Stand-by Time: All off duty hours from Monday at 3:30 pm to 7:00am to the preceding Monday (7 days per week)

2. Requirements of Person on Stand-by:

- a. Carry cell phone at all times when not at home.
- b. Be within 15 minutes of responding to call.
- c. Responsible for making alternate arrangements with Superintendent and other employees should leaving town be necessary for any reason.
- d. Shall contact 2nd person when responding to call following in accordance with call out list.
- e. Shall attempt to contact Superintendent for each call and Superintendent will provide assistance as necessary.

NOTE: Voice mail will instruct persons how to get hold of person on duty. If there is no response, persons will be instructed to contact the Dixon Police Department

3. Employees on Call Rotation: Tim Stover
 Tim Love
 Josh McNitt

Back up Personnel: Any Union Employee

On an annual basis, a list of the person on call along with the phone number shall be filed with the Dixon Police Department.

4. Compensation:

- a. The employee on call shall receive as stand-by compensation the sum of \$150.00 per week.
- b. Should an emergency situation arise, the employee on call and the additional responding person shall receive overtime compensation in accordance with the union agreement.

AGREEMENT

between

CITY OF DIXON, ILLINOIS

and

DIXON FIRE FIGHTERS ASSOCIATION

LOCAL 1943

May 1, 2013, to April 30, 2016

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ARTICLE I

PREAMBLE

This Agreement entered into by the City of Dixon, Illinois, hereinafter referred to as the Employer, and, Dixon Fire Fighters Association Local 1943, hereinafter referred to as the Union.

Its purpose is the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE II

RECOGNITION

The City hereby recognizes the union as the sole and exclusive representative on such matters relating to wages, hours and working conditions upon which it may lawfully bargain collectively for all uniformed employees of the Dixon City Fire Department, excluding the Fire Chief and Deputy Chief.

If at any point the City does not fill the position of Deputy Chief for a time frame exceeding 90 days, either due to restructuring or lack of funding, the parties agree that the classification of Captain will be included in this contract. The matter of wages, rates of pay, hours of labor, and all other terms and conditions of employment for Captains are included herein as a result of bargaining. However, Captains shall be recognized by the parties as supervisors and outside the purposes listed above, shall have no rights under this agreement. It is recognized that they represent the City as supervisors and shall have no rights under this contract to enter a grievance against the City of their own behalf or on the behalf of others.

ARTICLE III

NO DISCRIMINATION

Section 3.1 Non-Discrimination

The parties to this Agreement do pledge and agree that there will be no discrimination against any employee, or prospective employee, by reason of his race, creed, color, gender or national origin; and that they will mutually work to

give effect to the spirit and the letter of all obligations resting upon them as responsible participants in the community and nation, whether these obligations be ethical, moral or legal.

Section 3.2 Duty of Fair Representation

The Union recognizes its responsibility as bargaining agent and agrees to fairly represent all employees in the bargaining unit without discrimination, interference, restraint or coercion. The Union's duty of fair representation shall be carried out in conformity with the standard set forth in Section 10(b)(1) of the Illinois Public Labor Relations Act or a subsequent legal standard adopted by the courts or administrative agencies with jurisdiction over Illinois labor organizations.

ARTICLE IV

MANAGEMENT RIGHTS

Section 4.1 Management Rights

Except as limited by the terms and provisions of this agreement, and the authority granted by the applicable Illinois Statutes, the City retains all traditional rights to manage and direct the affairs of the City as authorized and to manage and direct its employees, to make and implement decisions with respect to the operation and management of its operations, consistent with all rights and authority possessed by the City prior to the execution of this agreement. These rights and authority include, but are not limited to, the following:

To plan, direct, control and determine all the operations and services of the City; to determine the City's mission, objectives, policies and budget and to determine and set all standards of service offered to the public; to supervise and direct employees and their activities as related to the conduct of City affairs; to hire all employees and to establish the qualifications and standards for employment as authorized by law, to schedule and assign work; to promote as authorized by law, evaluate employees within the City; to establish work and productivity standards and, from time to time, to change those standards; to lay off or relieve employees due to lack of work or funds or for other legitimate reasons; to determine the methods, means, organization and number of personnel by which such operations and services shall be made or purchased; to make, alter and enforce reasonable rules, regulations, orders and policies, to discipline, suspend and discharge employees for just cause (probationary employees without cause); to

change, relocate, modify or eliminate existing methods, equipment or facilities; and to determine whether services are to be provided by employees covered by this agreement.

It is specifically provided, however, that the exercise of any of the above rights shall not conflict in any way with any of the terms of this agreement or the duties established by the IPLRA.

Section 4.2 Rules and Regulations

The City shall have the right to make such reasonable rules and regulations as are necessary for the safe and efficient operation of the Fire Department and the morale of its members in the prosecution of its business.

These rules and regulations must be posted. Posting shall constitute notice to the employees of the rules. The reasonableness of any rule promulgated by the City is subject to adjudication through the grievance procedure.

There shall be no ex post facto implementation of rules; and further, they shall not be in effect until they have been posted for at least seventy-two (72) hours.

ARTICLE V

UNION SECURITY

Section 5.1 Dues Deduction

The Employer agrees to deduct the Union membership initiation fee and, once each month, dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer by the fifteenth (15th) of the succeeding month, or such other date as shall be mutually agreed upon.

The Union shall hold and save the City harmless from any and all responsibility and claims in connection with the collection and disbursement of monies under this Article and Agreement.

Section 5.2 Fair Share Fee Deductions

Any employee who is not a member of the Union as outlined in ARTICLE I of this agreement shall be required to pay a proportionate share (not to exceed the

amount of Union dues) of the cost of the collective bargaining process contract administration and pursuing matters affecting wages, hours and conditions of employment. All Firefighters and Firefighter/Paramedics hired on or after the effective date of this agreement and who have not made application for membership shall, on or after the thirtieth (30) day following their respective dates of appointment, also be required to pay a fair share of the cost of the collective bargaining process and contract administration. Such monthly fair share service charge shall be equivalent to the uniform monthly dues and/or assessment(s) paid by a member to the Union, less that portion of said dues and assessment(s) which are or may be used for political purposes.

The Union shall annually submit to the City a list of the employees covered by this agreement who are not members of the Union and an affidavit which specifies the amount of fair share fee to be deducted starting with the next pay check. The amount of the fair share fee shall not include any contributions related to the election or support of any candidate for political office or for any member-only benefit. The fair share fee shall be uniform for each employee subject to the obligation to pay fair share fee. The City shall take the fair share from the wages of those employees listed as non-members in the amount previously certified to the City by the Treasurer of the Union and forward such sums to the Union within seven (7) days of the deduction. The Union may change the fixed uniform dollar amount of the fair share fees once each year during the life of this Agreement. The Union will give the City thirty (30) days notice of any change in the amount of fair share fees to be deducted.

Section 5.3 Involuntary Deductions

In the event that an employee fails to voluntarily sign a check off authorization, or if an employee who has previously signed an authorization objects to a specific deduction or assessment, the Employer shall make an involuntary deduction from the wages of the employee in the amount previously certified to the employer by the Secretary Treasurer of the Union and forward such sums to the Union.

Section 5.4 Objections on Religious Grounds.

The obligation to pay a fair share fee to the Union shall not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Union. Upon proper substantiation and collection of the entire fee, the Union will make payment on behalf of the employee to an agreeable nonreligious charitable organization mutually agreed to by the objecting employee and the Union. If the employee and the Union are unable to

agree upon a nonreligious charitable organization, the organization shall be determined in accordance with the procedures established by the Illinois State Labor Relations Board.

Section 5.5 Objections on Other Grounds.

Any nonmember making a fair share payment may object to the amount of his fair share payments on the grounds that all or part of such payments have been expended by the Union for political activities or causes or for activities or causes making ideological issues not germane to the collective bargaining process or contract administration.

Section 5.6 Indemnification

The Union shall indemnify and hold harmless the Employer against any and all claims, suits or judgments brought or issued against the Employer as a result of any action taken pursuant to the check off provision, including any costs incurred by the Employer arising from challenges to the fair share fee amount provided, that the Employer has not promoted or instigated such challenge.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this article, the Union agrees to defend such action, at its own expense and through its own counsel provided:

- A. The Employer gives immediate notice of the action in writing to the Union, and permits the Union intervention as a party if it so desires, and
- B. The Employer gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available to both and all-appellate levels.

ARTICLE VI

HOURS OF WORK

Section 6.1 Regular Hours of Work

- A. The practice in effect regarding the hours of work, the scheduling of work, and all other matters relating to the work week and the work day shall be continued as they exist on the date of the execution of this Agreement, for the life of this Agreement, except by mutual agreement.
- B. The regular work day and work week for employees shall be twenty four (24) consecutive hours of work beginning at 0700 followed by forty eight (48) consecutive hours off.

Section 6.2 Overtime Hours

Employees ordered to work any hours on duty in addition to the regular hours, as defined in this Article, shall be considered overtime hours subject to the overtime rates as provided in this Agreement.

Section 6.3 Compensatory Time

Employees may "bank" compensatory time at a rate of one and one-half (1 1/2) times of the employee's overtime hours. Compensatory time accumulation will not exceed sixty (60) hours, however, an employee may maintain a balance of sixty (60) hours by depositing more compensatory hours in his/her accumulation bank. Hours can be utilized in increments of one (1) to twenty-four (24) hours, only when there are full shifts. Twenty-four (24) hours of compensatory time may be carried over from April to May. Hours carried over into May, will be paid at the rate applicable when the compensatory time was earned.

Section 6.4 Kelly Days

- A. Employees assigned to 24-hour shifts shall receive one 24-hour shift off without pay every 45 calendar days or 15 duty days reducing the normal workweek to an average of 52.27 hours. The Kelly Day shall include 12 hours from each 22.5-day work cycle. An employee will not be scheduled to work more than 168 hours in this 22.5-day work cycle.

If at any point the City does not fill the position of Deputy Chief for a time frame exceeding 90 days, either due to restructuring or lack of funding, the parties agree that employees assigned to 24-hour shifts shall receive one 24-hour shift off without pay every 54 calendar days or 18 duty days reducing the normal workweek to an average of 52.88 hours. The Kelly

Day shall include 12 hours from each 27-day work cycle. An employee will not be scheduled to work more than 204 hours in this 27-day work cycle.

- B. Kelly Days may be traded between firefighters, provided such trades are between members of the same shift. Kelly Day trades shall not result in the payment of overtime.
- C. Kelly Days will supersede vacation days and personal days. No employee from the same shift can schedule a vacation day or a personal day on a Kelly Day.
- D. A Kelly Day that falls on a day that another employee, on the same shift, is absent; that employee may "bank" their time as Flex Time, with the approval of the Chief or his designee.
- E. An employee that is away for training, 24 hours, on their Kelly Day may "bank" their Kelly Day time into Flex Time. An employee who's Kelly Day falls on training, has the option of returning to work after training. If the employee chooses to do this, they will receive twenty-four (24) hours of Flex Time. If the employee chooses not to return to work on their Kelly Day, they shall receive hour for hour, including travel time, of Flex Time for their time away at training.

Section 6.5 Holidays

The parties recognize the difficulties imposed upon the community and the Administration of the services rendered by the Fire Department by Holidays being taken as time off and paid for. Therefore, in lieu of this practice and in its stead, additional compensation shall be paid to each employee in an amount equal to seven and one half percent (7 1/2%) of his gross annual earnings for the prior calendar year whether or not he/she works on the recognized holidays. Holiday pay shall be paid by check with the first payroll period ending after May 1. It is the intent of the parties that the compensation is "salary" for pension purposes as provided by Department of Insurance Regulations §4402.35(c).

Section 6.6 Flex Time

Flex Time is time off given to a firefighter, which is pre-approved by the fire chief. Flex Time can be issued for items such as non-mandatory training, seminars, or

conferences. If a firefighter is moving to a different shift, the firefighter must have at least 48 hours off prior to starting his new shift. If however, the firefighter agrees to start a new shift earlier than 48 hours, 24 hours of Flex Time will be given to the firefighter. Flex Time can also be offered for any other department activities or functions where the Chief deems it necessary.

Flex Time will be given on an hour for hour basis.

Flex Time cannot supercede Vacation Days, Personal Days, Kelly Days, or Comp Time. There is no maximum amount of Flex Time that can be banked, however, it cannot be traded in for financial compensation. Flex Time can be taken in one-half (1/2) hour increments up to a maximum of 24 hours per shift.

ARTICLE VII

SICK LEAVE

Section 7.1 Sick Leave Covered by Workers Compensation

A non-probationary employee (an employee who has at least one (1) year of service with the Fire Department) who is injured in the line of duty and receives Worker's Compensation payments shall be entitled to receive his full salary for a period of up to four (4) months in any calendar year, except that he shall remit to the City whatever monies he shall receive under Worker's Compensation. In no instance shall the employee receive a total pay for the period of disability in excess of his straight time earnings had he not been disabled.

Employees who sustain an on the job illness, injury or disability shall be granted leave in accordance with the Public Employees Disability Act and Worker's Compensation (5 ILCS 345/ *Public Employee Disability Act*; 820 ILCS 305/ *Workers' Compensation Act*.)

Section 7.2 Sick Leave Other Than Workers Compensation

A non-probationary employee who is ill or injured by reason of any cause other than one covered by Worker's Compensation, self-employment or employment by another employer shall be entitled to up to four (4) months full pay in any calendar year.

Section 7.3 Sick Leave for Probationary Employee

A probationary employee (an employee with less than one (1) year of service with the Fire Department) shall be entitled to pay proportion of four (4) months' full pay as his service is to one (1) year. In addition, whatever balance of the four (4) months period he does not receive at full pay, he shall receive at half (1/2) pay. For instance, an employee with six (6) months service shall be entitled to two (2) months at full pay and two (2) months at half (1/2) pay. This benefit is solely and exclusively to be applied to service connected illness or injury for which Worker's Compensation is paid. The employee will remit to the City whatever monies he receives by reason of payment from Worker's Compensation insurance carriers or others.

Section 7.4 Exhaustion of Sick Leave

If an employee exhausts the benefits provided hereunder, he must return to the active employment of the Fire Department for a period of not less than four (4) consecutive months before being eligible for further benefits hereunder, the calendar year provisions contained elsewhere in this Article notwithstanding.

Any employee who is required, by reason of personal incapacity, to be absent from work for a period in excess of any entitlement, he may have under this Article shall be governed by Article VIII, Leave of Absence.

Section 7.5 Notification

Any benefits received under this Article shall be contingent upon the employee furnishing medical evidence in the form of a licensed medical physician stating in detail the nature of the employee's illness or injury, its extent, probable duration, and that it is sufficiently disabling to require his absence from work. It is understood and agreed that an employee making application for, or receiving benefits under this Article may be required to undergo a physical examination by a physician designated by the City in order to verify the disability. It is further agreed that an employee making application for, or receiving benefits under this Article releases any physician having knowledge of his illness or injury to supply the City with such information. The City shall bear the cost of any such examination it requires an employee to take.

Section 7.6 Sick Leave Payment

Any employee who in the course of any calendar year receives benefits under this article must return to active employment before receiving pay for time not worked under any other provision of this Agreement.

Section 7.7 Good Attendance Incentive

If a member has not taken any sick time off as provided in the current agreement during the City's fiscal year, that member shall receive a bonus of two hundred dollars (\$200.00). If a member utilizes only one (1) shift of sick time during the City's fiscal year, that member shall receive a bonus of one hundred dollars (\$100.00). Bonuses will be paid by June 1st of the next fiscal year.

Section 7.8 Family Sick Leave

A member may take up to twenty-four (24) hours, in one (1) hour increments, off during a calendar year for a household family illness/injury at anytime. This time will count against the employees sick time leave, section 7.2 or 7.3. Use of this section will not count against employees Good Attendance Incentive, section 7.7.

ARTICLE VIII

LEAVE OF ABSENCE

Section 8.1 Eligibility Requirements

An employee shall be eligible for a leave of absence after one (1) year of service with the Employer. Except, as set forth in Article VII, such leave of absence granted under this Article shall be without pay or fringe benefits, except as specifically provided herein in Article VI or in this Article VIII.

Section 8.2 Application for Leave

Any request for a leave of absence for a reasonable purpose shall be submitted in writing, by the employee, to his immediate supervisor. The request shall state the reason the leave of absence is being requested and the approximate length of time off the employee desires. A request for a leave of absence shall be

answered as soon as is practical. Authorization for a leave of absence where granted by the City shall be delivered to the employee by his immediate supervisor, and it shall be in writing. In addition to accruing seniority while on any leave of absence granted under the provisions of the Agreement, an employee shall be returned to the position he held at the time the leave of absence was granted provided the position still exists and the employee has the skills and physical ability to perform the job. An employee with the physical fitness and capacity and seniority to perform the job shall be returned to whatever position his seniority entitles him.

Section 8.3 Reasonable Purpose

Leaves of absence for a limited period of time, not to exceed six (6) months, may be granted for any reasonable purpose. Reasonable purpose in each case shall be agreed upon by the Union and the City.

Section 8.4 Funeral/Bereavement Leave

An employee shall be granted two (2) twenty-four (24) hour shift days leave of absence at full pay in the event of death in his immediate family. Immediate family is defined as spouse, parents, children, brother, sister, brother-in-law, sister-in-law, grandparents, mother and father-in-law, spouse's grandparents, and stepchildren. In order to qualify for payment hereunder, the employee must actually attend the funeral.

If the employee is notified about the death while he/she is at work and requests permission to leave work, he/she is to be given that time off, also as funeral leave.

Section 8.5 Civic Duty

Employees required to appear before a court or other public body for any matter not related to their work in which they are not personally involved (as a plaintiff or defendant) who request a leave of absence to perform their civic duty shall be granted time off with pay (as set forth in the following paragraph) for the period necessary to fulfill their civic responsibilities. Employees shall be paid the difference, if any, between the compensation they receive from the court or other public body and their wages for each day of service.

Section 8.6 Military Leave

In addition to any other paid leaves of absence, any employee who is a member of the reserve forces of the United States or of this State shall be paid in accordance with applicable laws. (*USERRA 38 U.S.C. 4301-4335 Uniformed Service and Re-employment Rights Act and 5 ILCS 325/1, et seq.*)

Section 8.7 Pregnancy Leave

The Employer will follow Illinois Human Rights Act (775 ILCS 5/2.102).

Section 8.8 Personal Time Off

A non-probationary employee will be allowed two (2) personal days per contract year. These days shall be two twenty-four (24) hour days. These twenty-four (24) hours may be split into four (4) twelve (12) hour periods. If these days are not used, it will be paid for in cash on the anniversary date of this Agreement. On a case by case scenario, the Chief or his designee, may allow an employee to use up to two (2) Twelve (12) hours for a total of twenty-four, (24) hours of Personal Time that may occur overtime.

In the event of any conflict, the employee with greatest seniority shall have first claim on any date.

ARTICLE IX

VACATIONS

Section 9.1 Vacation Leave

Employees shall be granted an annual paid vacation for the period specified below based upon the following service requirements: (Employees have the option to use two (2) vacation days in twelve (12) hour increments.).

Vacation leave shall be credited as follows

After completing 1 year of service	5 Shifts
After completing 5 years of service	6 Shifts
After completing 10 years of service	9 Shifts
After completing 15 years of service	12 Shifts

Section 9.2 Vacation Pay

The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the day immediately preceding the employee's vacation period. Employees shall receive their vacation pay no later than three (3) days prior to the start of their vacation period. The vacation pay shall be fifteen (15%) percent of the monthly pay.

Section 9.3 Scheduling Vacation Leave

The practices as of the date of execution of this Agreement with respect to the selection and allocation of vacation periods shall be continued for the duration of the Agreement except that a vacation may be scheduled any time operations permit during the calendar year. It is agreed that one man on vacation from a given shift at a given time is not an operational impediment. Vacation days shall supersede personal days. All vacation leave shall be used by the end of the employee's year; otherwise said leave will be forfeited. Personnel that have already selected their vacation leave when a shift change takes place, may take the day before or after the day selected prior to the shift change. From time made available for vacation use, vacations may be scheduled in unlimited one-day increments. After an employee has their vacation day placed on file for 2 weeks, that employee is guaranteed that vacation day.

Section 9.4 Work During Vacation Period

Vacations must be taken and cannot be accumulated from year to year. However, any employee who has ceased work and who has begun a scheduled vacation and who, by reason of an emergency requiring his services, is requested to and does work during his vacation period shall be paid for all hours at a rate of time and one half (1 1/2) his regular rate of pay. In addition, any remaining scheduled vacation (with pay) shall be rescheduled to a future period. The Firefighter or Officer also has the option of coming in while on vacation.

Section 9.5 Separation from Service

Any employee who resigns from the Fire Department must give not less than two (2) weeks written notice in order to be eligible to receive his accumulated vacation pay.

ARTICLE X

WAGES AND RATES OF PAY

Section 10.1 Wage Schedule

Employees shall be compensated in accordance with the wage schedule attached to this Agreement and marked "Appendix A". The attached wage schedule shall be considered a part of this Agreement. Internal Revenue Code regulation 125 shall be applied.

Section 10.2 Lieutenant Differential

The Classification of Lieutenant shall receive a differential of eleven percent (11%) per month above the classification of Firefighter. Any employee advanced to the rank of Lieutenant shall receive the base rate of his new classification upon promotion.

Should the City of Dixon create and fill the position of Deputy Fire Chief during the term of this agreement, the differential amount above the rank of Fire Fighter shall be reduced to six percent (6%) differential (Tier 2) for any Fire Fighter promoted to the rank Lieutenant after the creation and filling of the position of Deputy Fire Chief. All sworn members holding the rank of Lieutenant at the time of the creation of the position of Deputy Fire Chief will continue to receive the eleven percent (11%) differential (Tier1).

If at any point the City does not fill the position of Deputy Chief, for a time frame exceeding 90 days, either due to restructuring or lack of funding, the Lieutenants' stipend shall be reinstated back to 11 percent (11%) differential (Tier1).

Section 10.3 Captain Differential

The classification of Captain shall receive a differential of fifteen percent (15%)

per month above the classification of Firefighter. Any employee advanced to the rank of Captain shall receive the base rate of his new classification upon promotion.

Section 10.4 New Hires

- A. No employee hired or appointed shall be paid less than the starting rate for the classification of Firefighter. It is understood and agreed, however, that the City may employ a new employee in that classification at any bi-weekly salary higher than the starting rate at its sole pleasure so long as the amount coincides with a given step in the progression.
- B. It is agreed that the training and progression time for the Firefighter classification shall be four (4) years.
- C. Wage progression step dates shall be May 1 and November 1 regardless of date of entry into the step and increases granted there under shall be effective on those dates. Any employee who is absent from active employment for more than one half (1/2) of the work days in any step may not be advanced to the next step until he has remained on his present step through the next progression date.

Section 10.5 Straight Time Hourly Rate.

The regular and basic hourly rate of pay shall be determined and computed by dividing the employees' annual salary by the scheduled annual hours of duty to which the employee is assigned.

Section 10.6 Holiday Rate

See section 6.5

Section 10.7 Overtime Rate

Time and one-half (1 1/2) the employee's regular hourly rate of pay, as defined below, shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

- A. All work performed in excess of twenty-four (24) hours in any work shift,
- B. All work performed in excess of fifty-two point eight (52.27) hours in any workweek,
- C. An employee required to report to work before the start of his regular shifts shall not be sent home early, but shall be given the opportunity to complete his regularly assigned work shift.

Section 10.8 Call Time

An employee who has actually left work at the conclusion of his regular shift of work and who is called back to work shall be given a minimum of two (2) hours work or pay at the applicable rate.

Section 10.9 Educational Reimbursement

An employee shall be eligible for reimbursement for the cost of tuition and books for instruction received at an accredited college or university which is fire related.

Each request for reimbursement shall be approved by the Fire Department Chief prior to the beginning of instruction. Such approval shall not be unreasonably denied.

Approved reimbursement shall be paid only after successful completion, grade C or better, of the class and submission of proper documentation (receipt, canceled check, etc.).

Reimbursements shall not be made if any employee receives reimbursement from other sources.

Approved reimbursements shall be for books and tuition and shall not exceed two thousand dollars (\$2,000.00) per fiscal year per employee with a maximum of ten thousand dollars (\$10,000.00) per year for the department. Disbursement will be on a first come first served basis.

Section 10.10 Educational Pay

The City agrees that any employee who has achieved a Bachelor's Degree shall receive a yearly bonus of five hundred (\$500.00). Payment will be on the first pay period in January. Education pay is subject to pension fund contribution.

Section 10.11 Paramedic Pay

All currently certified Paramedics in the Fire Department shall be paid a premium which shall be increased eight percent (8%) per month added to the base wages and be subject to pension fund contributions.

Section 10.12 Court Time

An employee called to testify in court by reason of his employment shall be paid a minimum of two (2) hours or his actual time, whichever is greater, at their overtime rate, Section 10.7.

ARTICLE XI

SENIORITY

Section 11.1 Definition

Seniority means an employee's length of continuous service with the Employer since his last date of hire.

Section 11.2 Seniority Lists

Once each year the Employer shall post on all bulletin boards a Seniority List showing the continuous service of each employee. A copy of the seniority list shall be furnished to the Local Union when it is posted. The Seniority List shall be accepted and final thirty (30) days after it is posted, unless protested by the Union or an employee.

Section 11.3 Breaks in Continuous Service

An employee's continuous service record shall be broken by voluntary resignation, discharge for a just cause, and retirement.

Section 11.4 Probation Period

- A. New employees shall be added to the seniority list one (1) year after their date of hire in the Fire Department.
- B. During this period of probation, no grievance may be filed by such employee, or on his behalf, regarding his discharge or other discipline.
- C. Any employee may be discharged during their probationary period without cause at the sole discretion of the City.

Section 11.5 Lay-off and Re-call

- A. Lay-off. The City, in its discretion, shall determine it is necessary to layoff employees for bona fide reasons, employees shall be laid off in inverse order of seniority as provided in Illinois Statutes, (65 ILCS 5/10-2.1-18) (from Ch. 24, par. 10-2.1-18). Before laying-off any bargaining unit employee, The City will provide to the Union and Employee(s) thirty(30) days advance notice of its intent to layoff employees. The city agrees to consult the Union, upon request, and afford the Union an opportunity to propose alternatives to the layoff, though such consultation shall not delay the layoff. The City will not use any POC's or Volunteers as long as there is any member of the bargaining unit laid off. No new employees shall be hired to a full-time bargaining unit until all employees on the recall list who are qualified to perform the necessary work have been recalled. The City will be responsible for maintenance of the employees' paramedic license, either during layoff or upon their return from layoff.
- B. Re-calls. If there is a recall, employees who are on the recall list shall be recalled, in the inverse order of their layoff, provided they are fully qualified (i.e., physically and mentally) to perform the work to which they are recalled. The employer has the right to subject the employee to an entry level physical and mental exam prior to being recalled, paid by the City and examined by the City's physicians.

Employees who are eligible for recall shall be given thirty (30) calendar days notice of recall and notice of recall shall be sent to employee by certified or registered mail with a copy to the Union, provided that the employee must notify the Fire Chief or his designee of his intention to return to work within five (5) days after receiving notice of recall. The City shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, signature of addressee only, to the mailing address

last provided by the employee, it being the obligation and responsibility of the employee to provide the Fire Chief or his designee with his latest mailing address. If an employee fails to timely respond to a recall notice and/or if an employee fails to report for work at the time prescribed in the notice of recall, then their name shall be removed from the recall list and his seniority shall be terminated for all purposes.

Employees shall be on a Recall list for a maximum 48 months. If the employee is not recalled within the forty- eight (48) months, their employment with the City of Dixon will be terminated.

ARTICLE XII

PROMOTIONS

Section 12.1 General

Promotion to the ranks of Lieutenant and Captain shall be conducted in accordance with the provisions of the Fire Department Promotional Act, effective August 4, 2003, 50 ILCS 742 (hereinafter the "Act"). Except where expressly modified by the terms of this Article, the procedures for promotions shall be made in accordance with the provisions of the Act.

Section 12.2 Eligibility

- A. A candidate must have five (5) years of employment with the Dixon Fire Department to be promoted. A candidate with less than five (5) years may still take the exam and be placed on the promotional list. Once the candidate obtains his/her five-year mark, they cannot be passed over.
- B. Firefighters must be certified to a minimum of Fire Officer I within five (5) years of accepting the position of Lieutenant.
- C. Beginning in 2016, candidates will be Fire Officer I Provisional prior to taking any promotional exam, including the Captain's test.
- D. Beginning in 2016, no educational points will be given for the following courses, which are requirements of Fire Officer I Provisional: Management I and II, Fire Prevention Principles, Tactics and Strategy I, Instructor I, and Firefighter III.
- E. Effective 2019, all sworn officers of the Dixon Fire Department will be

certified to the minimum level of Fire Officer I Provisional.

- F. With the exception of any unforeseen circumstance, any officer of the Dixon Fire Department who does not obtain a minimum of Fire Officer I Provisional status within the agreed time frame will be demoted to firefighter status and pay.

Section 12.3 Weights and Points

The placement of employees on promotional lists shall be based on the points achieved by each candidate on the promotional examinations.

Weights are as follows

- A. Oral – 30%
- B. Merit – 40%
- C. Written – 30%

B. Seniority Points- one point per year of service, up to a maximum of 10.

C. Educational Points –Educational Points will be added to the candidates final score of all testing. Educational points must be turned into the Police and Fire Commission within the time allowed, which will be determined by the Police and Fire Commission. A maximum of ten (10) educational points will be allowed. Points may be reused for promotions to Captain. Classes will be evaluated, added, or deleted during future contract negotiations.

Education Points are as follows

One-half (1/2) point for the following certifications:

Saving our own, Juvenile Fire Setter, HazMat IC, Watercraft Technician.

One (1) point for the following certifications:

Firefighter III, Fire Apparatus Engineer, Tactics & Strategy I, Tactics & Strategy II, Instructor I, Instructor II, RIT: Under Fire, Management I, Management II,

Management III, Management IV, Fire Prevention Principles, F.A.S.T, HazMat Technician A, HazMat Technician B, Vehicle and Machinery Operations or Technician, Rope Rescue Operations or Technician, Confined Space Operation or Technician, Trench Rescue Operations or Technician, Water Rescue Operations, Fireground Company Officer School, Fireground Command Officer School, Inspector I, Inspector II, Arson Investigator III, Fire Safety officer

Three (3) Points for Associate's Degree in Fire Science or Related.

Six (6) points for a Bachelor's Degree in Fire Science or Related.

*Office of the State Fire Marshal, IFSI or National Fire Academy requirements must have been met for all applicable classes/certifications.

ARTICLE XIII

GRIEVANCE AND ARBITRATION

Section 13.1 Definition.

A grievance is defined as a dispute or complaint arising under and during the term of this Agreement that there has been an alleged violation, misinterpretation or misapplication of an express provision of this Agreement.

Section 13.2 Procedure, Steps and Time Limits

STEP 1.

The employee, with or without a union representative (or the union steward alone in the case of a Union grievance), shall take up the grievance or dispute in writing or orally with the Fire Chief or his designee within ten (10) days of its occurrence; if at that time the employee or union steward is unaware of the grievance, the employee or union steward shall take it up within ten (10) days of his knowledge of its occurrence. The Fire Chief or his designee shall then attempt to adjust the matter and shall respond to the employee and the union steward within five (5) business days.

STEP 2.

If the grievance remains unadjusted in Step 1, and the Union with or without the employee wishes to appeal the grievance to Step 2, of the Grievance Procedure, it shall be referred in writing to the Mayor or his designee, within five (5) business days after the receipt of the employer's answer in Step 1. The written grievance shall be signed and shall set forth all relevant facts, the provision(s) of the

agreement allegedly violated, and the requested remedy.

The Mayor or his designee shall meet and discuss the grievance within ten (10) days of receipt of the notice of appeal, with the employee and the authorized union representative at a time mutually agreeable to the parties. If no settlement is reached, the Mayor or his designee shall give the employer's written answer to the union within ten (10) business days following their meeting.

STEP 3.

If the grievance remains unresolved within fifteen (15) business days after the reply of the Mayor or his designee is due, either party may, by written notice to the other party, invoke arbitration.

Section 13.3 Arbitration

The arbitration proceeding shall be conducted by an arbitrator to be selected by the employer and the union within seven (7) business days after notice has been given. If the parties fail to agree to the selection of an arbitrator, the Federal Mediation and Conciliation Service (FMCS) shall be requested by either or both parties to submit simultaneously to both parties an identical list of seven (7) names of persons from their grievance arbitration panel, who are members of the National Academy of Arbitrators or American Association of Arbitrators and are residents of Illinois, Wisconsin or Indiana. Both the employer and the Union shall have the right to strike three (3) names from the list. The parties by a toss of a coin shall determine which party shall first strike One (1) name; the other party shall then strike one (1) name. The process will be repeated twice and the remaining named person shall be the arbitrator. FMCS shall be notified by the parties of the name of the selected arbitrator, who shall be notified by the FMCS of his/her selection and request the scheduling of a mutually agreeable date for the commencement of the arbitration hearing(s).

Section 13.4 Authority of the Arbitrator

The parties agree that grievance arbitration hearings held pursuant to this procedure shall be expedited on all issues except for matters of discharge and/or suspension. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall only consider and make a decision with issues of contract interpretation or application submitted to him and appealed to arbitration, and shall have no authority to make a decision on any other issues not so submitted. The arbitrator shall submit in writing his decision to the employer and to the Union within thirty (30) days following the close of hearing unless the parties agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation of the

meaning or application of the terms of this agreement to the fact of the grievance presented. Subject to the arbitrator's compliance with provisions of this section, the decision of the arbitrator shall be final and binding.

Section 13.5 Expenses of Arbitration

The fees and expenses of the arbitrator shall be borne equally by the employer and the union. However, each party shall be responsible for compensation of its own representatives and witnesses. The cost of a transcript shall be shared if the necessity of a transcript is mutually agreed upon between the parties.

Section 13.6 Processing and Time Limits

Grievances may be investigated and processed during working hours by union stewards, representatives and grievance committee members, provided such activities do not interfere with the normal operations of the Fire Department.

The time limits set forth in this Article may be extended by mutual written consent of the parties.

The term "business days" means the days of the week, Monday through Friday, excluding Saturdays, Sundays and Holidays.

Section 13.7 Processing Grievances

Employees selected by the union to act as union representatives shall be known as "Stewards". The names of the employees selected as Stewards, and other union representatives who may represent employees at each step of the grievance procedure shall be certified in writing to the employer by the union.

Any union representative, whose participation, in grievance meetings held pursuant to the provisions of this Article, if necessary shall be released from work without loss of pay to attend such meetings. Grievance meetings shall be scheduled in a manner which does not interfere with City operations.

ARTICLE XIV

HEALTH INSURANCE and DEATH BENEFITS

Section 14.1 Plan Options.

The Employer agrees to offer health and welfare coverage benefits for each full time employee. Employees shall have the option to enroll in one of two (2) Plan Options:

- 1) Plan Option D.
- 2) Health Savings Account (HSA) Plan Option E.

Section 14.2 Sharing of Insurance Premium Costs.

The applicable premium costs for providing the health insurance benefits provided for under Plan Option D or HSA Option E shall be shared between the Employer and the employees as follows:

<u>Coverage Elected</u>	<u>City</u>	<u>Employee</u>
Single Premium	100%	0%
Family Premium	55%	45%

Section 14.3 HSA Option

The savings in premium costs resulting from employees selecting the high deductible HSA Option shall be shared between the employer and the employee. The employer will contribute twenty-seven and one half per cent (27.5%) of the premium for single coverage of Plan E, and will also contribute thirteen and one-half per cent (13.5%) of the premium for dependent coverage of family Plan E.

Section 14.4 Duty Disability Insurance

The Employer agrees to pay the actual cost each month for health and welfare coverage benefits as described in Section 14.1 for each non-probationary employee. The contribution for such coverage will be made by the City for a full-time employee who receives a duty disability pension (Chapter 108.1/2). This contribution shall be for the employee only and shall cease upon his eligibility for Medicare. The \$25,000 life insurance and accidental death plan provided by the City will continue at the expense of the City.

Section 14.5 Line of Duty Death Insurance

The City agrees to provide fully paid health insurance for the surviving spouse and/or children of any Firefighter who dies as a result of the lawful performance of his duties, consistent with the insurance coverage provided other bargaining unit employees. This shall include the child(ren) of the deceased who is not yet born at the time of the employee's death. Dependent children shall be eligible for this continued coverage until the age determined by the insurance carrier's policy with the City of Dixon.

Section 14.6 Funeral Contribution

The City agrees to contribute not more than seven thousand five hundred dollars (\$7,500.00) to defray the actual cost of services and/or goods usually and customarily provided by a licensed funeral director (home) for any Firefighter who dies within one hundred and eighty (180) days of sustaining an injury while working in the line of duty which injury is the direct and proximate cause of the Firefighter's death.

Section 14.7 Physicals

The City agrees to provide up to four hundred dollars (\$400) per Firefighter once every three (3) years for a mutually agreed upon physical exam.

Section 14.8 Health Care Plan at Retirement

For any eligible Firefighter who retires after May 1, 1997, the City will pay one-half the cost of coverage for a retiree with twenty-five (25) years of service at 50 years of age, or with twenty (20) years of service at 55 years of age, until he is eligible for Medicare. Such an employee must not have or be eligible for any other group health insurance. If the employee retires before 50, or 55 (as applicable) years of age, he must stay on the group plan and pay the entire cost

of the premium until he attains 50, or 55 (as applicable) years of age. Subject to health plan selection, a prescription drug card will be provided to each covered employee. Where the employee has provided for dependent coverage, the cost of that coverage will be deducted and remitted to the insurance company.

Section 14.9 Life Insurance

\$25,000 life insurance and \$25,000 accidental death plan provided by the City and at the expense of the City.

Section 14.10 Insurance Committee

The City will not change the current health insurance policy or cost prior to January 1, 2014. Should the City desire to change portions of the health insurance policy or increase cost to the employees, the City will negotiate with the Union over those changes. The members of this bargaining unit will not pay any more for health insurance than any other employee of the City, whether Union or non-union. The City will institute a health insurance review committee to assist the City in the review of health insurance alternatives and requests that a representative of the bargaining unit be part of that committee.

ARTICLE XV

PENSION PLAN

Section 15.1 Pension Pick Up

In accordance with the authority of §414(h) of the Internal Revenue Code and the Pension Code, 5 ILCS §4-118.2, the City shall "pick up" Fire Fighter pension contributions required by §118.1 of the Pension Code and exclude the amount of such contributions from the employee's gross salary from which Federal and State income taxes are withheld.

Section 15.2 Contribution Deductions

The City of Dixon agrees to make the employee's contribution deductions from their payroll checks prior to the appropriate tax calculations.

ARTICLE XVI

UNIFORMS

Section 16.1 Duty Uniforms and Protective Clothing

If any employee is required to wear a uniform, protective clothing, or any type of protective device as a condition of employment, such uniform, protective clothing, or protective device shall be furnished to the employee by the Employer, but shall remain the property of the City. Clothing shall be issued as follows:

A. Protective Clothing (per NFPA standards where applicable)

Helmet, Bunker Pants, Bunker Coat, Suspenders, Structural Firefighting Boots, Gloves, Nomex Hood

B. Duty Uniforms

Shirts with patches, Pants, Job Shirt, Jacket, Badges, Name Tag, Footwear (after initial pair)

C. Dress Uniforms

Dress shirt with patches, Dress Pants, Blouse with patches, Tie, Dress hat, Hat badge, White Gloves

Section 16.2 Uniform Maintenance

The cost of maintaining the uniform or protective clothing in proper working condition shall be paid by the Employer, except that laundering and/or dry cleaning shall be the responsibility of the employee. The minor repair and maintenance of clothing resulting from the usual wear and tear shall also be the responsibility of the employee.

Article XVII

Paramedics

Section 17.1 Certification

The parties agree that a Firefighter hired after May 1, 1988, must attain certification as a Paramedic within two (2) years of his hire date (scheduling restrictions to be accommodated). All Paramedics must maintain certification as a Paramedic in order to remain an employee of the City as a Firefighter.

Section 17.2 Paramedic Certification Test

Participants in the Paramedic Program shall be afforded three (3) opportunities to pass the Paramedic certification test before becoming ineligible for participation in the program.

Section 17.3 Performance

The Union agrees that the Firefighter will continue to perform all of the services with respect to the Paramedic function and its administration in a diligent and conscientious manner.

ARTICLE XVIII

Training

Section 18.1 Training Leave of Shift

A Fire Fighter who has been attending a training program which program requires the Firefighter to leave the City of Dixon for a period in excess of twenty-four (24) hours, travel time included, shall be relieved from duty for the remainder

of any duty shift which is in progress upon his return home

Section 18.2 Authorized Travel Compensation

A Firefighter who has been authorized to travel on the business of the City and which business and travel requires that he stay overnight away from his home or a fire station shall receive a per diem allowance of forty dollars (\$40.00) which shall be an allowance for the cost of meals and all other personal expenses to the Firefighter except his cost of transportation. The City will make lodging reservations where required and will pay the cost. A Firefighter who has been authorized to travel in the business of the City involving not less than eight (8) hours travel and work in the day (but not overnight) shall receive a per diem of thirty-five (\$35.00). Mileage incurred on the above City business will be paid at the then current rate allowed by the IRS for business travel.

Section 18.2 EMS Training

Where a Firefighter is engaged in training in order to update and maintain his certificate of current qualification as an Emergency Medical Technician, the City will compensate him at his usual straight time rate for those hours which coincide with assigned work shifts. Training or travel time necessary for this training outside of the hours of the employee's assigned shift hours will be paid for at the appropriate rate.

Section 18.3 Other Training Compensation

When a Firefighter attends training; other than training covered in Section 18.1 above, the Firefighter shall be compensated at the appropriate rate for actual time spent. To be eligible for compensation, the training must be authorized in writing by the Chief of the Department. Any injury incurred during training approved by the Chief shall be covered by Worker's Compensation. If the Firefighter requests and the Chief approves voluntary training, no wages or fringes are due or owed; but if injured in the course of said training, the Firefighter will be covered by Worker's Compensation.

ARTICLE XIX

General Provisions

Section 19.1 Union Bulletin Boards

Union bulletin boards, presently in place and currently used by the Union in

various locations, may be used by the Union for the following purposes:

Recreational and social affairs of the Union,
Union meetings,
Union appointments,
Union elections,
Results of Union elections,

All other notices, bulletins or information require the written approval of the Chief of the Fire Department or his representative. All notices posted by the Union are the responsibility of the Union and will be signed by the official responsible for its posting. All postings will bear a down-date, and the prompt removal of the notice after this date will be the responsibility of the individual who posted the notice. These bulletin boards will not be used for disseminating any matter of a political or controversial nature.

Section 19.2 Merger

The City agrees that in the event its geographical area of fire protection is increased by reason of a merger of another Fire District into the City of Dixon Fire District, the Firefighters who were formerly a part of that merged District and who actually remain in the employee of the City of Dixon shall be covered by this Agreement. The City agrees to discuss with the Union the effects of any such merger on Department Personnel when and if such a merger should occur. The Union may participate in the City's contemplation of this matter without voice or vote.

Section 19.3 Joint Safety Committee

The parties agree that there shall be a Joint Safety Committee, consisting of four (4) members, two (2) appointed by the Union and the Employer respectively. The Committee shall meet during regular working hours, upon the motion of either the Union or Employer committee members, to discuss and review the safety operations of the Fire Department. "Regular working hours" shall mean such hours as do not require the Employer to pay overtime or other premium pay. This Committee may make written recommendations on any such safety matter to the Commissioner of Public Health and Safety.

Section 19.4 Union Activity

Union activity within City facilities shall be restricted to collective bargaining under this Agreement. The Union shall not engage in Union activities on City time or its property which will interfere with assignments or duties.

Section 19.5 Grievance Committee

Members of the Grievance Committee shall ask for and obtain permission before leaving their jobs in order to conduct Union business. Members of the Grievance Committee will ask for and obtain permission from the Captain of any employee with whom he wishes to carry on Union business.

Section 19.6 Definition of Departmental Duties

The members of the bargaining unit shall only be required to perform those duties related to and in direct support of; fire suppression, prevention and extinguishment along with those duties related to the delivery of Emergency Medical Services. In addition, all members will be required to perform general house-keeping and general maintenance duties in the fire stations and on the grounds as well as on all fire apparatus as directed by their shift officers. Members shall be directed on occasion to operate equipment of the fire department required throughout the City for special details.

Section 19.7 Jurisdiction and No Infringement

No employee shall be required to perform the work or duties within the work jurisdiction of any AFL-CIO trade union.

Section 19.8 Residency

All firefighters shall reside within five (5) miles of city limits within six (6) months of employment. Distance shall be measured by road miles from City Limits.

Violation of this provision shall be grounds for termination.

An extension may be granted, but must be approved by the City Council.

Section 19.9 Staffing

The City of Dixon shall determine the staffing requirements for each shift. The City has made an administrative decision to maintain five (5) full-time sworn staff members per shift, with allowance of one (1) member off for vacation, personal, or Kelly Day etc., making minimum daily strength of four (4) members. This decision may be modified at the discretion of the City based on economic necessity. Before doing so the City shall provide written notice to the Union of any intended change and will, upon request, schedule a meeting to discuss the reasons for the change with the Union and to hear and consider the Union's response and proposed alternatives. Absent emergency, the City will not implement any change in the minimum daily strength in less than thirty (30)

calendar days from the date notice given, or longer if mutually agreed by the parties.

ARTICLE XX

DISCIPLINE AND DISCHARGE

Section 20.1 Discipline and Discharge

Discipline shall be designed to improve and correct behavior and not merely to punish. Disciplinary actions instituted by the City shall be progressive and for reasons based upon the employee's failure to fulfill his/her responsibilities as an employee. Care shall be taken to assure the employee and the City performs all disciplinary action in accordance with Illinois State and Federal Law. The City agrees to adhere to the Firemen's Disciplinary Act (50 ILCS 745/1). No employee shall be disciplined or discharged without just cause. Where the City believes just cause exists to institute disciplinary action against an employee, the City shall have the option to assess the following penalties:

Oral (verbal) reprimand

Written reprimand

Suspension Discharge

The employee may file a written reply to any reprimand. An oral or written reprimand may be processed through the grievance procedure of this Agreement up to and through Step 2 only.

If the City has reason to reprimand an employee, it shall be done using methods that will not seek to humiliate the employee in a personal manner in view of other employees or the public.

Section 20.2 Discipline Beyond a Written Reprimand

If the City decides to initiate disciplinary action (excluding oral and written reprimands) against an employee, the following procedures shall apply. The City shall serve written notice of the charges and proposed penalty upon the employee involved, with a copy provided to the Union.

Upon receipt of the notice, the employee will have ten (10) calendar days to elect to appeal the proposed disciplinary action (excluding oral and written reprimands)

either to the Board of Fire Commissioners or, subject to the approval of the Union, through the grievance/arbitration procedure of this Agreement pursuant to A and B below.

A. Board of Fire Commissioners Option

If the employee notifies the City of a desire to have the charges heard before the Commission, the City may proceed with the proposed disciplinary action in accordance with the procedures set forth by law, subject to the employee's rights to appeal and hearing described therein. The City shall not file any formal charges with the Commission before the employee has had an opportunity to exercise his/her election of remedies within ten (10) calendar day period. The time period may be extended beyond the ten (10) calendar days by mutual written agreement of both parties.

B. Grievance/Arbitration Option

- A. The Union may file a grievance as to the proposed disciplinary action against an employee. An employee who desires to appeal a proposed disciplinary action through the grievance/arbitration procedure shall notify the Union President or his/her designee, of his/her desire within twenty-four (24) hours of receipt of the City's notice of proposed disciplinary action.
- B. The Union's Executive Board shall meet promptly to consider the employee's request and shall advise the employee as to its determination as to whether the Union will file a grievance as to the proposed disciplinary action within seven (7) calendar days of its receipt of the employee's request.
- C. If the Union decides not to file a grievance, the City may formally implement the penalty and the employee may contest the charges in accordance with the Board of Fire Commissioners Option (Choice A).
- D. If the Union decides to file a grievance, the grievance shall be arbitrated unless a settlement of the grievance acceptable to the employee, the Union and the City is reached. Pending resolution of any grievance, the City may suspend an employee with or without pay. If the charges are not sustained, the employee shall be made whole for all wages and benefits withheld to the extent deemed appropriate by the arbitrator.
- E. If the grievance is sustained by an Arbitrator, the City shall be bound by the Arbitrator's decision and shall not file charges as to the incident with the Commission. If the Arbitrator finds just cause for a suspension or discharge, the City may immediately implement the penalty sustained by the Arbitrator's decision and the employee shall not have any further right

to contest such charges and penalty before the Commission.

Section 20.3 Right to Representation

Nothing in this Article or Agreement is intended as a waiver of an employee's right to have a representative present during any investigative meeting where the employee reasonably believes discipline could result.

Section 20.4 Expiration of Disciplinary Records A. Oral (verbal) Reprimands

A. Oral Reprimands

Any record of an oral (verbal) reprimand may not be used for the purpose of discipline or discharge after a period of two (2) years.

B. Written Reprimands

Any record of a written reprimand may not be used for the purpose of discipline or discharge after a period of three (3) years.

C. Suspensions of Three (3) Shifts or Less

Any record of a suspension of three (3) shifts or less may not be used for the purpose of discipline or discharge after a period of six (6) years.

D. Suspensions of Greater Than Three (3) Shift Days

Any record of a suspension of greater than three (3) shifts may be used for the purpose of discipline or discharge at any time during the employee's employment.

ARTICLE XXI

STRIKES AND LOCKOUTS

Section 21.1 Strikes

There shall be no strike of any kind during the terms of this Agreement.

Section 21.2 Lockouts

There shall be no lockout of employees instituted by the Employer during the term of this Agreement.

ARTICLE XXII
SAVINGS CLAUSE

If any provision of this Agreement or the application of any such provision should be rendered or declared invalid by any court action, or by reason of any existing or subsequently enacted Federal or State Legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the subject matter of such invalid provision shall be open to immediate negotiations subject to the procedures set forth in Section 14 of the Illinois Public Labor Relations Act (5 ILCS 315/14).

ARTICLE XXIII
DURATION AND RENEGOTIATIONS

Section 23.1 Duration and Notice

This agreement and each of its provisions shall be effective as of May 1, 2013 and shall continue in full force and effect until April 30, 2016 and thereafter unless either party shall notify the other in writing 90 days (or by Feb 1st) prior to the anniversary date of this contract, that it desires to modify and/ or amend this Agreement.

Section 23.2 Negotiations

Negotiations shall commence thirty (30) days later (or by Mar 1st) and shall continue for a period of forty five (45) days (or to April 15th). The parties may extend the negotiations period by mutual written consent.

Section 23.3 Ratification

If the parties reach a complete agreement at the end of negotiations, ratification

shall be in accordance with the parties' respective duties under the applicable sections of the IPLRA.

FOR THE UNION

FOR THE CITY

Appendix A

Dixon Fire Department FY2014 Salary Schedule

Year (Step)	Firefighter		Fire/Paramedic		Tier 1 Lieutenant		Tier 2 Lieutenant		Captain	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	40,000	14.55	44,120	16.04						
0.5	41,500	15.09	45,620	16.59						
1	43,000	15.64	47,120	17.13						
1.5	44,000	16.00	48,120	17.50						
2	45,000	16.36	49,120	17.86						
2.5	46,000	16.73	50,120	18.23						
3	47,000	17.09	51,120	18.59						
3.5	48,000	17.45	52,120	18.95						
4	49,000	17.82	53,120	19.32	58,785	21.38	56,210	20.44	60,845	22.13
4.5	50,000	18.18	54,120	19.68	59,785	21.74	57,210	20.80	61,845	22.49
5	50,500	18.36	54,620	19.86	60,285	21.92	57,710	20.99	62,345	22.67
5.5	51,000	18.55	55,120	20.04	60,785	22.10	58,210	21.17	62,845	22.85
6	51,500	18.73	55,620	20.23	61,285	22.29	58,710	21.35	63,345	23.03
7	52,015	18.91	56,135	20.41	61,800	22.47	59,225	21.54	63,860	23.22
8	52,015	18.91	56,135	20.41	61,800	22.47	59,225	21.54	63,860	23.22

9	52,015	18.91	56,135	20.41	61,800	22.47	59,225	21.54	63,860	23.22
10	52,535	19.10	56,655	20.60	62,320	22.66	59,745	21.73	64,380	23.41
11	52,535	19.10	56,655	20.60	62,320	22.66	59,745	21.73	64,380	23.41
12	52,535	19.10	56,655	20.60	62,320	22.66	59,745	21.73	64,380	23.41
13	52,535	19.10	56,655	20.60	62,320	22.66	59,745	21.73	64,380	23.41
14	52,535	19.10	56,655	20.60	62,320	22.66	59,745	21.73	64,380	23.41
15	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
16	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
17	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
18	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
19	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
20	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
21	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
22	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
23	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
24	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60
25	53,060	19.29	57,180	20.79	62,845	22.85	60,270	21.92	64,905	23.60

**Dixon Fire Department
FY2015 Salary Schedule**

Year (Step)	Firefighter		Fire/Paramedic		Tier 1 Lieutenant		Tier 2 Lieutenant		Captain	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	42,000	15.27	46,261	16.82						
0.5	42,840	15.58	47,101	17.13						
1	43,697	15.89	47,958	17.44						
1.5	44,571	16.21	48,832	17.76						
2	45,462	16.53	49,723	18.08						
2.5	46,371	16.86	50,633	18.41						
3	47,299	17.20	51,560	18.75						
3.5	48,245	17.54	52,506	19.09						
4	49,210	17.89	53,471	19.44	59,330	21.57	56,667	20.61	61,461	22.35
4.5	50,194	18.25	54,455	19.80	60,314	21.93	57,651	20.96	62,445	22.71
5	51,198	18.62	55,459	20.17	61,318	22.30	58,655	21.33	63,449	23.07
5.5	52,222	18.99	56,483	20.54	62,342	22.67	59,679	21.70	64,473	23.44
6	53,266	19.37	57,527	20.92	63,387	23.05	60,723	22.08	65,517	23.82
7	53,799	19.56	58,060	21.11	63,919	23.24	61,256	22.27	66,050	24.02
8	54,337	19.76	58,598	21.31	64,457	23.44	61,794	22.47	66,588	24.21
9	54,880	19.96	59,141	21.51	65,001	23.64	62,337	22.67	67,131	24.41
10	55,429	20.16	59,690	21.71	65,550	23.84	62,886	22.87	67,680	24.61

11	55,429	20.16	59,690	21.71	65,550	23.84	62,886	22.87	67,680	24.61
12	55,429	20.16	59,690	21.71	65,550	23.84	62,886	22.87	67,680	24.61
13	55,429	20.16	59,690	21.71	65,550	23.84	62,886	22.87	67,680	24.61
14	55,429	20.16	59,690	21.71	65,550	23.84	62,886	22.87	67,680	24.61
15	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
16	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
17	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
18	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
19	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
20	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
21	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
22	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
23	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
24	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81
25	55,983	20.36	60,245	21.91	66,104	24.04	63,441	23.07	68,234	24.81

**Dixon Fire Department
FY2016 Salary Schedule**

Year (Step)	Firefighter		Fire/Paramedic		Tier 1 Lieutenant		Tier 2 Lieutenant		Captain	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	43,500	15.82	47,913	17.42						
0.5	44,370	16.13	48,783	17.74						
1	45,257	16.46	49,671	18.06						
1.5	46,163	16.79	50,576	18.39						
2	47,086	17.12	51,499	18.73						
2.5	48,028	17.46	52,441	19.07						
3	48,988	17.81	53,402	19.42						
3.5	49,968	18.17	54,381	19.78						
4	50,967	18.53	55,381	20.14	61,449	22.35	58,691	21.34	63,656	23.15
4.5	51,987	18.90	56,400	20.51	62,469	22.72	59,710	21.71	64,675	23.52
5	53,026	19.28	57,440	20.89	63,508	23.09	60,750	22.09	65,715	23.90
5.5	54,087	19.67	58,500	21.27	64,569	23.48	61,810	22.48	66,776	24.28
6	55,169	20.06	59,582	21.67	65,651	23.87	62,892	22.87	67,857	24.68
7	55,720	20.26	60,134	21.87	66,202	24.07	63,444	23.07	68,409	24.88
8	56,277	20.46	60,691	22.07	66,759	24.28	64,001	23.27	68,966	25.08
9	56,840	20.67	61,254	22.27	67,322	24.48	64,564	23.48	69,529	25.28
10	57,409	20.88	61,822	22.48	67,891	24.69	65,132	23.68	70,097	25.49

11	57,409	20.88	61,822	22.48	67,891	24.69	65,132	23.68	70,097	25.49
12	57,409	20.88	61,822	22.48	67,891	24.69	65,132	23.68	70,097	25.49
13	57,409	20.88	61,822	22.48	67,891	24.69	65,132	23.68	70,097	25.49
14	57,409	20.88	61,822	22.48	67,891	24.69	65,132	23.68	70,097	25.49
15	57,983	21.08	62,396	22.69	68,465	24.90	65,706	23.89	70,671	25.70
16	57,983	21.08	62,396	22.69	68,465	24.90	65,706	23.89	70,671	25.70
17	57,983	21.08	62,396	22.69	68,465	24.90	65,706	23.89	70,671	25.70
18	57,983	21.08	62,396	22.69	68,465	24.90	65,706	23.89	70,671	25.70
19	57,983	21.08	62,396	22.69	68,465	24.90	65,706	23.89	70,671	25.70
20	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91
21	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91
22	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91
23	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91
24	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91
25	58,562	21.30	62,976	22.90	69,045	25.11	66,286	24.10	71,251	25.91