



March 8, 2021

James Cory Koker

[REDACTED]
Champaign, Illinois 61821

Dear Cory:

The City of Urbana is pleased to confirm the details of your appointment to Lieutenant within the Urbana Police Department effective Monday, March 8, 2021. Should you accept this position, your new base pay rate will be \$47.2965 per hour (which equates to approximately \$98,376.72 annually). Your longevity will now be calculated according to the non-bargaining longevity schedule. Your longevity rate is thirteen percent (13%); this will increase your pay rate to \$53.4450/hour, equivalent to \$ 111,165.60 annually.

This position meets the criteria for exemption from the provisions of the Fair Labor Standards Act, thus, you will not be eligible to accrue or use overtime compensation. This position is subject to an annual July 1 reappointment by the Mayor and confirmation by the City Council. The terms and conditions of your appointment are set forth in the applicable provisions of the Urbana Code of Ordinances and the Illinois Municipal Code.

With this position, you will be eligible for the exempt/managerial benefits package. A summary of your new benefits package is enclosed, and I encourage you schedule an appointment with a member of Human Resources staff to discuss the transition.

Cory, you have been a significant contributor to the City of Urbana team throughout your tenure and we are thrilled that you will have this opportunity to expand your knowledge, skills and abilities as you continue to grow with the City. Please indicate acceptance of our offer for the Police Lieutenant position by signing this letter below.

Sincerely,

Elizabeth Hannan
HR & Finance Director/CFO

cc: Bryant Seraphin

I accept this position and the conditions of employment stated above.

Signature

Date