

210369

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION

 X Resolution or Ordinance (Blue) *Waiver of First requested* X
 Recommendations of Boards, Commissions & Committees (Green)
 Other Business (Pink)

TO: PRESIDENT AND BOARD OF TRUSTEES

FROM: Scott Niehaus, Village Manager

DATE: November 9, 2021 (B of T) Date: November 18, 2021

TITLE: Salary Ordinance

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

BACKGROUND/POLICY IMPLICATIONS:

2022 Wage and Range Updates

1. **Non-Union Wage Adjustments** – The FY 2022 budget will be approved on November 18, 2021. The 2022 budget included a 2% increase for non-union employees. The budgeted market adjustment is competitive with the market and other union bargaining agreements.
2. **Merit Pool Program** – A merit pool increase for non-union employees shall be up to 3%. The merit pool salary increase is slightly higher because no merit increases were given on January 1, 2021.
3. **Salary Ranges - Non-Union** Salary ranges will be increased by the general increase in order to remain competitive.
4. **Former SEIU Wage Adjustments & Salary Ranges** – Last December 2020, the SEIU bargaining unit filed a petition decertification removing all the positions listed in the contract from the union. Therefore, former SEIU employees are non-union. Since the decertification, it was decided to conduct a compensation study for these positions to ensure that the pay ranges are comparable with other communities. Employees within the new proposed salary range will be increased. Former SEIU employees are now eligible for a merit pool increase of up to 3% since they are currently non-union employees. A salary study was conducted and range adjustments were made for any position that had a 5% or greater mean variance. The former SEIU position ranges are listed in the 2022 Salary Ordinance.

Village Attorney	_____	Date	_____
Finance Director	_____	Date	_____
Village Manager	<u>Scott Niehaus</u>	Date	<u>4/10/21</u>