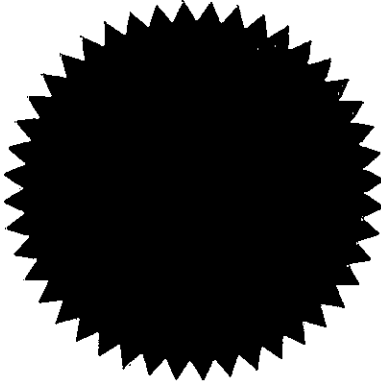


PUBLISHED IN PAMPHLET FORM THIS 10th DAY OF May, 2005
BY ORDER OF THE CORPORATE AUTHORITIES OF THE VILLAGE OF LOMBARD,
DUPAGE COUNTY, ILLINOIS.

Brigitte O'Brien
Brigitte O'Brien
Village Clerk



AN ORDINANCE SETTING RATES OF PAY FOR VILLAGE EMPLOYEES

PAMPHLET

ORDINANCE 5635

AN ORDINANCE SETTING RATES OF PAY

FOR VILLAGE EMPLOYEES

WHEREAS, the Board of Trustees of the Village of Lombard have reviewed the proposed salary schedule and found it to be reasonable:

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LOMBARD, DUPAGE COUNTY, ILLINOIS, as follows:

Section 1: Effective date - Salary schedule and other wages authorized shall become effective as of June 1, 2005;

Section 2: Village Salary Schedule Increases:

A. All salary increases shall be based upon merit as determined through the completion of an employee performance evaluation as contained in the Human Resources Manual. Regular full-time and regular part-time Village employees shall be paid according to the following salary structure, except as otherwise provided herein:

Position	Minimum	Mid-Point	Maximum
Village Hall Custodian	31,046	36,479	41,912
Records Clerk	31,046	36,479	41,912
Police Building Custodian	32,364	38,027	43,690
Accounts Payable Clerk	33,681	39,575	45,469
Customer Service Representative	33,681	39,575	45,469
Public Works Clerk	33,681	39,575	45,469
Police Front Desk Clerk	34,998	41,123	47,248
Police Records Clerk	34,998	41,123	47,248
Accounts Receivable Clerk	36,316	42,672	49,027
Police Property Clerk	36,316	42,672	49,027
Administrative Secretary	37,634	44,220	50,807
Building Inspection Services Representative	37,634	44,220	50,807
Administrative Coordinator	38,951	45,767	52,583
Community Service Officer	38,951	45,767	52,583
Computer Operator	38,951	45,767	52,583
Senior Police Front Desk Clerk	38,951	45,767	52,583
Executive Coordinator	41,587	48,865	56,142
Facilities Maintenance Supervisor	41,587	48,865	56,142
Licensing Specialist	41,587	48,865	56,142
Public Education Coordinator	41,587	48,865	56,142

57,920	50,412	42,903	Civil Engineer Technician
57,920	50,412	42,903	Code Enforcement Officer
57,920	50,412	42,903	Geographic Information Systems Tech.
59,700	51,961	44,222	Accountant
59,700	51,961	44,222	Deputy Village Clerk
59,700	51,961	44,222	Development Services Inspector
59,700	51,961	44,222	PC Technical Support Specialist
59,700	51,961	44,222	Planner I
59,700	51,961	44,222	Senior Building Inspection Services Rep.
62,367	54,283	46,198	Customer Service Supervisor
62,367	54,283	46,198	Human Resources Generalist
62,367	54,283	46,198	Web Specialist
65,925	57,379	48,833	Management Analyst
65,925	57,379	48,833	Planner II
69,481	60,474	51,467	Building Plan Reviewer/Inspector
69,481	60,474	51,467	Chief Electrical Inspector/Plan Reviewer
69,481	60,474	51,467	Plumbing Plan Review/Inspector
69,481	60,474	51,467	Programmer/Analyst
73,039	63,571	54,104	Civil Engineer I
73,039	63,571	54,104	Communication & Marketing Coordinator
80,156	69,765	59,374	Systems Engineer
80,156	69,765	59,374	Technical Services Supervisor
80,156	69,765	59,374	Vehicle Maintenance Supervisor
83,713	72,861	62,009	Assistant to the Village Manager
83,713	72,861	62,009	Supervisor of Streets/Electrical/Forestry
83,713	72,861	62,009	Underground Utilities Supervisor
83,713	72,861	62,009	Water Treatment & W/Pumping Supv.
87,271	75,958	64,646	Accounting Manager
87,271	75,958	64,646	Building Inspection Supervisor
87,271	75,958	64,646	Civil Engineer II
87,271	75,958	64,646	Fire Marshal
87,271	75,958	64,646	Fleet Services Superintendent
87,271	75,958	64,646	Senior Planner
90,829	79,055	67,281	Assistant Director of Finance
90,829	79,055	67,281	Private Development Engineer
94,385	82,150	69,915	Fire Battalion Chief (Shift Commander)
94,385	82,150	69,915	Human Resources Manager
94,385	82,150	69,915	P.W. Operations Superintendent
94,385	82,150	69,915	Police Lieutenant
94,385	82,150	69,915	P.W. Utilities Superintendent
99,455	85,248	71,040	Assistant Director of Public Works
103,068	88,344	73,619	Deputy Chief of Police
103,068	88,344	73,619	Deputy Fire Chief
103,068	88,344	73,619	IT Manager

Village Engineer	76,200	91,439	106,679
Chief of Police	83,941	100,729	117,517
Director of Community Development	83,941	100,729	117,517
Director of Finance/Village Treasurer	83,941	100,729	117,517
Director of Public Works	83,941	100,729	117,517
Fire Chief	83,941	100,729	117,517
Part-Time Positions			
Part-Time Custodian	14,9246	17,5380	20,1500
Accounting Clerk	15,5596	18,2822	21,0048
Data Entry Clerk, Public Works	15,5596	18,2822	21,0048
Human Resources Clerk	15,5596	18,2822	21,0048
Police Front Desk Clerk	16,8260	19,7707	22,7154
Police Records Clerk	16,8260	19,7707	22,7154
Administrative Secretary	18,0933	21,2596	24,4264
Communications & Marketing Specialist	18,7264	22,0034	25,2803
Fire Prevention Inspector	20,0928	23,6132	27,1336
Code Enforcement Officer	20,6264	24,2365	27,8462
Accreditation Manager	20,6264	24,2365	27,8462

Section 2: Exceptions To Range Structure:

A. An employee may receive a salary below the minimum of his/her assigned range as detailed in Section 2 if he/she is evaluated below expectations, or if he/she has not completed his/her first six (6) months of employment prior to June 1st of each year. In the case of an introductory employee, he/she shall be brought to the range minimum either upon the successful completion of the first six (6) months of employment or in a manner otherwise determined to be suitable by the Village Manager in accordance with recommendations of the position classification job evaluation and salary plan.

B. An employee may continue to receive a salary above the maximum of the range if, as a result of a reclassification study, the range within which the employee is employed is changed. In the event the employee's salary is above the maximum of the range, the salary shall be maintained without any increase until the salary falls within the range or shall be adjusted in a manner determined to be suitable by the Village Manager.

C. Fire Lieutenants and Police Sergeants step system will go into effect June 1, 2005 as follows:

Police Sergeants

Fire Lieutenants

Step 1	\$74,274	Step 1	\$68,043
Step 2	76,529	Step 2	70,424
Step 3	78,852	Step 3	72,960
Step 4	81,246	Step 4	75,513
Step 5	83,714	Step 5	78,156
		Step 6	80,892
		Step 7	83,714

D. The following positions shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and AFSCME Local #89:

- Custodial Worker (Public Works Building Only)
- Engineering Assistant
- Maintenance Worker I
- Forestry Technician
- Mechanic
- Maintenance Worker II
- Electrician
- Senior Engineering Assistant
- Senior Mechanic
- Water Plant Operator
- Crew Leader
- Principal Engineering Assistant

E. The following Position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and Lombard Firefighters Union Local #3009:

- Firefighter

F. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the Illinois Fraternal Order of Police Labor Council:

- Police Officer

Section 3: Crossing Guards

Crossing Guards shall be paid at \$10.98 per hour.

Section 4: Overtime, Premium Pay and Other Special Pay

All rates of pay for overtime, premium pay and other special pay shall be made according to the appropriate sections of the Human Resources Manual or the collective bargaining agreement, effective upon the passage of this ordinance or as amended from time to time.

Section 5: Employees Other Than Full-Time

The Village Manager is authorized to set rates of pay for regular part-time, temporary or emergency employees; said hourly rates to be generally consistent with those being paid in the community for comparable activities and skills.

Section 6: This ordinance shall be in full force and effect from and after its adoption and approval according to law.

Passed on first reading this _____ day of _____, 2005

First reading waived by this _____ 5th day of May _____, 2005

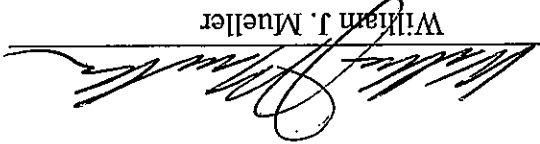
Passed on second reading this _____ 5th day of May _____, 2005

Ayes: Trustees Gron, Tross, O'Brien, Seby, Florey and Soderstrom

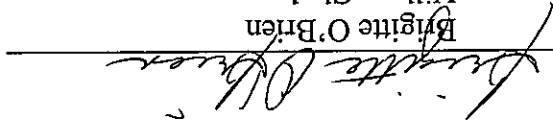
Nays: _____ None

Absent: _____ None

Approved this _____ 5th day of May _____, 2005


William J. Mueller
Village President

Attest:


Brigitte O'Brien
Village Clerk

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