

ORDINANCE NO 6780

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 January 1, 2013;

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:

<u>Position</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
Village Hall Custodian	30,748	36,128	41,509
Police Building Custodian	32,371	38,036	43,701
Executive Coordinator	45,359	53,297	61,235
Facilities Maintenance Supervisor	45,339	53,297	61,235
Payroll/Benefits Specialist	46,983	55,204	63,426
Business Administrator	51,041	59,973	68,906
Customer Service Supervisor	54,288	63,789	73,289
Police Records Supervisor	57,535	67,604	77,673
Civil Engineer I	60,782	71,419	82,056
Communications & Marketing Coordinator	60,782	71,419	82,056
Management Analyst	60,782	71,419	82,056
Urban Landscaping & Forestry Supervisor	67,276	79,049	90,823
Fleet Maintenance Operations Supervisor	70,523	82,865	95,206
Streets & Electrical Supervisor	70,523	82,865	95,206
Underground Utilities Supervisor	70,523	82,865	95,206
Accounting Manager	73,770	86,680	99,590
Building Official	73,770	86,680	99,590
Civil Engineer II	73,770	86,680	99,590

Fire Marshal	73,770	86,680	99,590
Water Treatment & WW Pumping Supervisor	73,770	86,680	99,590
Assistant Director of Finance	77,017	90,495	103,973
Assistant Director of Community Development	77,017	90,495	103,973
Human Resources Administrator	80,264	94,310	108,356
Private Development Engineer	80,264	94,310	108,356
P.W. Operations Superintendent	80,264	94,310	108,356
P.W. Utilities Superintendent	80,264	94,310	108,356
Fire Battalion Chief (Shift Commander)	81,398	95,642	109,887
Police Lieutenant	105,061	107,735	110,409
Assistant Director of Public Works	81,771	98,125	114,480
Assistant Fire Chief	84,951	101,941	118,931
Deputy Chief of Police	84,951	101,941	118,931
IT Manager	84,951	101,941	118,931
Village Engineer	84,951	101,941	118,931
Chief of Police	97,668	117,201	136,735
Director of Com. Dev.	97,668	117,201	136,735
Director of Finance/Village Treasurer	97,668	117,201	136,735
Director of Public Works	97,668	117,201	136,735
Fire Chief	97,668	117,201	136,735
Assistant Village Manager	97,668	117,201	136,735

Part-Time Positions

Part-Time Records Clerk	15.5630	18.2866	21.0101
Part-Time Police Buildings Custodian	15.5630	18.2866	21.0101
Administrative Towing Coordinator	17.9048	21.0380	24.1712
Communications Specialist	20.2462	23.7895	27.3323
Accreditation Manager	27.6611	32.5020	37.3428

Section 3: 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 nine (9) 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 nine (9) months of employment as evidenced by a meets or exceeds expectations on his/her performance evaluation 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. 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

D. 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
- Fire Lieutenant

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

- Police Officer
- Police Sergeant

F. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the Teamsters:

- Community Service Officer
- Police Front Desk Clerk
- Police Records Clerk
- Police Property Clerk

H. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the SEIU:

- Customer Service Representative
- Water Billing Representative
- Accounts Payable/Accounts Receivable Clerk
- Administrative Secretary
- Building Division Representative
- Accounting Assistant
- Administrative Coordinator
- Civil Engineering Technician
- IT Specialist
- Senior Building Division Representative
- Accountant
- Code Enforcement Coordinator
- Development Services Inspector
- Geographic Information Systems Technician
- Planner I
- Building Division Plan Reviewer/Inspector I
- Chief Electrical Inspector/Plan Reviewer
- Plumbing Plan Review/Inspector
- Senior Planner
- Part-Time Data Entry Clerk, Public Works
- Part-Time Human Resources Clerk
- Part-Time Customer Services Representative
- Part-Time Code Enforcement Field Representative
- Part-Time Administrative Secretary
- Part-Time Building Division Representative
- Part-Time Fire & Life Safety Specialist
- Part-Time Code Enforcement Officer
- Part-Time Fire Prevention Inspector

Section 5: 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 6: 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 7: 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 _____, 2012.

First reading waived by action of the Board of Trustees this 6th day of December, 2012.

Passed on second reading this 6th day of December, 2012.

AYES: Trustees Gron, Giagnorio, Wilson, Breen, Fitzpatrick & Ware

NAYS: None

ABSENT: None

APPROVED by me this 6th day of December, 2012.



Peter Breen, Acting Village President

ATTEST:



Brigitte O'Brien, Village Clerk