

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 6, 2018 (B of T) Date: November 15, 2018

TITLE: Salary Ordinance

BACKGROUND/POLICY IMPLICATIONS:

2019 Wage and Range Updates

1. **Non-Union Wage Adjustments** - The FY 2019 budget which will be approved on November 15th includes a 1.5% market based wage adjustment for all non-union employees. A survey of comparable communities shows that the known wage adjustments for the upcoming fiscal year range between 2.00 % and 2.75 %. As such, the budgeted market wage adjustment is competitive with the market and other union bargaining agreements.
2. **Merit Pool Program** – A merit pool was implemented for non-union employees at an amount not to exceed 2%. This pool is a way to motivate and reward strong performers for their efforts and to assist employees in moving through their respective ranges. An employee may be eligible for a merit adjustment between 0- 2% and is based on performance.
3. **Salary Ranges** –Effective January 1, 2019, salary ranges will be increased by 1.5%. All pay grades and ranges will move by the general increase as approved by the Board of Trustees on an annual basis. The Deputy Fire Chief’s range will be changed to align with the Deputy Police Chief’s salary range.
4. **Organizational Restructure For Accounting Function** – The Finance Department is restructuring the Accounting Division changing the upcoming vacant Accounting Manager position to Accounting Coordinator and hiring a Finance Clerk.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney	_____	Date	_____
Finance Director	<i>Timothy Sexta</i>	Date	11/7/18
Village Manager	<i>Scott Niehaus</i>	Date	11/7/18