

ORDINANCE NO 6175

**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, 2008;

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	34,838	40,935	47,032
Police Building Custodian	36,318	42,672	49,028
Customer Service Representative	37,796	44,410	51,023
Public Works Clerk	37,796	44,410	51,023
Police Front Desk Clerk	39,274	46,147	53,019
Police Records Clerk	39,274	46,147	53,019
Accounts Payable/Accounts Receivable Clerk	39,274	46,147	53,019
Police Property Clerk	40,753	47,885	55,016
Administrative Secretary	42,231	49,623	57,014
Building Inspection Services Representative	42,231	49,623	57,014
Administrative Coordinator	43,709	51,358	59,007
Community Service Officer	43,709	51,358	59,007
Accounting Assistant	43,709	51,358	59,007
Payroll/Benefits Specialist	46,667	54,834	63,000
Executive Coordinator	46,667	54,834	63,000
Facilities Maintenance Supervisor	46,667	54,834	63,000
Licensing Specialist	46,667	54,834	63,000
Public Education Coordinator	46,667	54,834	63,000
Fire Prevention Inspector	46,898	55,115	63,332
Civil Engineer Tech	48,144	56,570	64,995

Geographic Information Systems Tech.	48,144	56,570	64,995
Accountant	49,625	58,309	66,992
Deputy Village Clerk	49,625	58,309	66,992
Development Services Inspector	49,625	58,309	66,992
IT Specialist	49,625	58,309	66,992
Planner I	49,625	58,309	66,992
Code Enforcement Coordinator	51,842	60,914	69,987
Customer Service Supervisor	51,842	60,914	69,987
Management Analyst	54,799	64,388	73,979
Planner II	54,799	64,388	73,979
Fire Prevention Inspector	57,755	67,862	77,968
Building Plan Reviewer/Inspector I	57,755	67,862	77,968
Chief Electrical Inspector/Plan Reviewer	57,755	67,862	77,968
Plumbing Plan Review/Inspector	57,755	67,862	77,968
Building Plan Review/Inspector II	60,712	71,337	81,961
Civil Engineer I	60,712	71,337	81,961
Communication & Marketing Coordinator	60,712	71,337	81,961
Technical Services Supervisor	66,626	78,288	89,947
Human Resources Administrator	69,584	81,762	93,939
Fleet Maintenance Operations Supervisor	69,584	81,762	93,939
Supervisor of Streets/Electrical/Forestry	69,584	81,762	93,939
Underground Utilities Supervisor	69,584	81,762	93,939
Water Treatment & WW Pumping Supv.	69,584	81,762	93,939
Accounting Manager	72,543	85,238	97,932
Building Inspection Supervisor	72,543	85,238	97,932
Civil Engineer II	72,543	85,238	97,932
Fire Marshal	72,543	85,238	97,932
Assistant Director of Finance	75,500	88,712	101,924
Private Development Engineer	75,500	88,712	101,924
Senior Planner	75,500	88,712	101,924
Fire Battalion Chief (Shift Commander)	78,456	92,186	105,915
P.W. Operations Superintendent	78,456	92,186	105,915
Police Lieutenant	78,456	92,186	105,915
P.W. Utilities Superintendent	78,456	92,186	105,915
Assistant Director of Public Works	79,718	95,662	111,605
Deputy Chief of Police	82,613	99,136	115,658
IT Manager	82,613	99,136	115,658
Village Engineer	85,508	102,610	119,711
Chief of Police	94,195	113,034	131,872
Asst. Village Manager/Director of Com. Dev.	94,195	113,034	131,872
Director of Finance/Village Treasurer	94,195	113,034	131,872
Director of Public Works	94,195	113,034	131,872
Fire Chief	94,195	113,034	131,872

Part-Time Positions

Part-Time Records Clerk	16.7492	19.6801	22.6115
Part-Time Police Buildings Custodian	17.4604	20.5155	23.5712
Data Entry Clerk, Public Works	17.4604	20.5155	23.5712
Human Resources Clerk	17.4604	20.5155	23.5712
Police Front Desk Clerk	18.8815	22.1860	25.4901
Police Records Clerk	18.8815	22.1860	25.4901
Administrative Secretary	20.3036	23.8570	27.4104
Building Inspectional Services Representative	20.3036	23.8570	27.4104
Communications & Marketing Specialist	21.0138	24.6915	28.3687
Fire Prevention Inspector	22.5474	26.4978	30.4482
Code Enforcement Officer	23.1462	27.1969	31.2477
Accreditation Manager	23.1462	27.1969	31.2477

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 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 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. Fire Lieutenants and Police Sergeants step system will go into effect June 1, 2008 as follows:

Police Sergeants

Step 1	\$83,348
Step 2	85,878
Step 3	88,485
Step 4	91,171
Step 5	93,940

Fire Lieutenants

Step 1	\$76,355
Step 2	79,027
Step 3	81,872
Step 4	84,738
Step 5	87,704
Step 6	90,773
Step 7	93,940

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 4: Crossing Guards

Crossing Guards shall be paid at \$12.3214 per hour.

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 _____, 2008

First reading waived by this 1st day of May, 2008

Passed on second reading this 1st day of May, 2008

Ayes: Trustees Gron, Tross, O'Brien, Moreau, Fitzpatrick, & Soderstrom

Nays: None


Absent: None

Approved this 1st day of May, 2008



William J. Mueller
Village President

Attest:


Brigitte O'Brien
Village Clerk