



#140006

MEMORANDUM

TO: Keith Giagnorio, Village President and
Members of the Board of Trustees

FROM: Timothy Sexton
Acting Village Manager

DATE: January 7, 2014

SUBJECT: Salary Increases

Based upon direction received from the Lombard Village Board, staff utilized Fox Lawson and Associates (FLA) to conduct an updated wage compensation study for those employees not otherwise covered under a collective bargaining agreement. Accordingly, this memorandum requests that the Village Board implement the following recommendations for FY 2014:

1. Implement the attached new salary ranges recommended by Fox Lawson and Associates (FLA). An overall 7% increase to the maximum of each salary range with a 40% spread between the minimum and the maximum of each range was recommended.
2. Conduct an updated wage compensation study every three years and adjust salary ranges at the same interval.
3. Employee wages that are below the new proposed salary range be increased to the minimum.
4. Employee wages that are at the top/above the new proposed salary range be frozen at their current rate.
5. Employees who are at the top/above of their range receive a \$1,250 merit bonus if they obtain a meets or exceeds on their last annual performance evaluation. This payment will not be added to the annual base salary.
6. Employees within the new pay range will receive a 1.75% increase if they obtain a meets or exceeds on their last annual performance evaluation.
7. Pay range changes would take effect retroactively to January 1, 2014.

In 2011, the range for Police Lieutenants was reviewed and the compensation was less competitive with municipalities surveyed. As a result, the Board approved an increase to their current range with a 9% salary range spread. Maintaining a salary range spread of 9% rather than 40% was recommended for Police Lieutenants to remain competitive.

The attached salary ordinance sets forth the 2014 rates of pay and details procedures for exceptions to the proposed salary ranges.