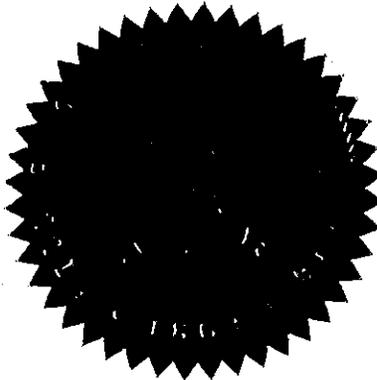


ORDINANCE 4475

PAMPHLET

FRONT OF PAMPHLET

SALARY ORDINANCE



PUBLISHED IN PAMPHLET FORM THIS 14TH DAY OF JUNE, 1998.
BY ORDER OF THE CORPORATE AUTHORITIES OF THE VILLAGE OF LOMBARD,
DUPAGE COUNTY, ILLINOIS.


Lorraine G. Gerhardt
Village Clerk

ORDINANCE NO. 4475

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, 1998;

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 Personnel 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>Midpoint</u>	<u>Maximum</u>
Village Hall Custodian	23,619	27,752	31,884
Police Records Clerk	23,619	27,752	31,884
Property Clerk	24,664	28,989	33,313
Water Billing Clerk	24,664	28,989	33,313
Customer Service Representative	25,203	29,605	34,006
Police Custodian	25,732	30,235	34,738
Accounts Payable Clerk	25,732	30,235	34,738
Central Garage Clerk	25,732	30,235	34,738
Senior Secretary	26,260	30,856	35,452
Police Front Desk Clerk	26,260	30,856	35,452
Cable TV Technician	27,316	32,097	36,878
Community Service Officer	27,316	32,097	36,878
Senior Police Records Clerk	27,316	32,097	36,878
Code Enforcement Officer	27,860	32,715	37,593
Accounts Receivable Clerk	28,374	33,340	38,306
Head Custodian	28,374	33,340	38,306
Computer Operator	28,374	33,340	38,306
G.I.S. Technician	28,374	33,340	38,306
Civil Engineer Technician	29,957	35,199	40,442
Legal Assistant	31,543	37,064	42,584
Inspectional Services Aide	31,543	37,064	42,584
Department Head Secretary	31,543	37,064	42,584
Public Education Coordinator	31,543	37,064	42,584
Senior Police Front Desk Clerk	32,072	37,685	43,297
Licensing Aide	32,072	37,685	43,297

<u>Position</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Customer Service Supervisor	32,601	38,307	44,012
Executive Secretary	33,127	38,925	44,721
Accountant	33,658	39,547	45,437
Central Records Clerk	33,658	39,547	45,437
Planner I	34,714	40,790	46,865
Development Services Inspector	34,714	40,790	46,865
Administrative Assistant	35,768	42,028	48,287
Code Enforcement Administrator	37,884	44,514	51,144
Personnel Analyst	37,884	44,514	51,144
Civil Engineer I	38,412	45,134	51,856
Financial Analyst	38,940	45,756	52,570
Planner II	38,940	45,756	52,570
Technical Services Supervisor	38,940	45,756	52,570
Communication & Marketing Coordinator	40,527	47,618	54,709
Streets/Electrical Supervisor	40,527	47,618	54,709
Urban Landscape & Forestry Supervisor	40,527	47,618	54,709
Water Treatment & Wastewater - Pumping Supervisor	40,527	47,618	54,709
Electrical Inspector	40,527	47,618	54,709
Plumbing Inspector	40,527	47,618	54,709
Building Plan Reviewer/Inspector	40,527	47,618	54,709
Programmer/Analyst	40,527	47,618	54,709
Systems Engineer	42,404	49,982	57,559
Underground Utilities Supervisor	43,167	50,721	58,275
Vehicle Maintenance Supervisor	43,167	50,721	58,275
Civil Engineer II	43,167	50,721	58,275
Assistant to the Director of Finance	43,167	50,721	58,275
Central Garage Superintendent	44,753	52,585	60,417
Fire Marshal	45,283	53,206	61,130
Police Sergeant	45,283	53,206	61,130
Building Inspection Supervisor	45,283	53,206	61,130
Fire Lieutenant	45,810	53,827	61,843
Accounting Manager	46,338	54,448	62,556
Development Engineer	46,867	55,068	63,269
Operations Superintendent	47,395	55,689	63,983
Utilities Superintendent	47,922	56,308	64,695
Senior Planner	48,976	57,547	66,118
Police Lieutenant	51,618	60,651	69,684
Assistant Director of Comm.Develop.	47,619	57,968	68,316
Assistant Director of Public Works	49,021	61,276	73,531
MIS Manager	49,517	61,896	74,276
Assistant Village Manager	50,508	63,135	75,761
Deputy Police Chief	53,987	67,485	80,982
Deputy Fire Chief	53,987	67,485	80,982

<u>Position</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Village Engineer	55,300	69,125	82,949
Chief of Police	57,752	72,191	86,629
Director of Community Development	57,752	72,191	86,629
Director of Finance	57,752	72,191	86,629
Director of Public Works	57,752	72,191	86,629
Fire Chief	57,752	72,191	86,629

<u>Part-Time Positions</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Accounting Clerk	10.08/hr	11.86/hr	13.61/hr
Data Entry Clerk	10.08/hr	11.86/hr	13.61/hr
Personnel Clerk	10.84/hr	12.75/hr	14.65/hr
Police Records Clerk	11.36/hr	13.34/hr	15.33/hr
Customer Service Clerk	11.86/hr	13.93/hr	16.01/hr
Customer Service Representative	12.12/hr	14.23/hr	16.35/hr
Police Custodian	12.37/hr	14.54/hr	16.70/hr
Senior Secretary	12.63/hr	14.83/hr	17.04/hr
Code Enforcement Officer	13.39/hr	15.73/hr	18.07/hr
Communication & Marketing Specialist	13.65/hr	16.03/hr	18.42/hr

Section 2: Village Salary Schedule Increases (continued)

B. An employee at the top of range who receives a rating of "Exceeds Expectations" on his or her performance evaluation will be eligible to receive a performance incentive payment in a manner established by the Village Board which will not be added to base salary.

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. 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 Professional Firefighters, Local #3009:

- Firefighter

E. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the Policemen's Benevolent and Protective Association, Local #89:

- Police Officer

Section 4: Crossing Guards

Crossing Guards shall be paid at \$8.43 per hour. A workday shall consist of four (4) hours per day.

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 Personnel 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 _____, 1998

First reading waived by this 4th day of June, 1998

Passed on second reading this 4th day of June, 1998

Ayes: Trustees Borgatell, Tross, Schaffer, Jaugilas and Kufrin

Nays: None

Absent: Trustee Gatz

Approved this 4th day of June, 1998



William J. Mueller
Village President

Attest:



Lorraine G. Gerhardt
Village Clerk

