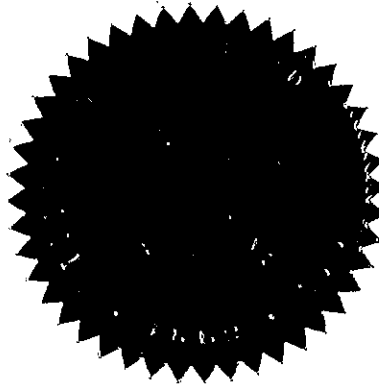


ORDINANCE 4633


PAMPHLET

FRONT OF PAMPHLET

SALARY ORDINANCE  
FY 1999/2000



PUBLISHED IN PAMPHLET FORM THIS 13th DAY OF MAY, 1999.  
BY ORDER OF THE CORPORATE AUTHORITIES OF THE VILLAGE OF LOMBARD,  
DUPAGE COUNTY, ILLINOIS.

  
Lorraine G. Gerhardt  
Village Clerk

**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, 1999;

**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:

<b><u>Position</u></b>	<b><u>Minimum</u></b>	<b><u>Mid-Point</u></b>	<b><u>Maximum</u></b>
Village Hall Custodian	24,505	28,793	33,080
Police Records Clerk	24,505	28,793	33,080
Property Clerk	25,589	30,076	34,562
Water Billing Clerk	25,589	30,076	34,562
Customer Service Representative	26,148	30,715	35,281
Police Custodian	26,697	31,369	36,040
Accounts Payable Clerk	26,697	31,369	36,040
Central Garage Clerk	26,697	31,369	36,040
Senior Secretary	27,245	32,013	36,782
Police Front Desk Clerk	27,245	32,013	36,782
Cable TV Technician	28,340	33,301	38,261
Community Service Officer	28,340	33,301	38,261
Senior Police Records Clerk	28,340	33,301	38,261
Code Enforcement Officer	28,905	33,942	39,003
Accounts Receivable Clerk	29,438	34,590	39,742
Head Custodian	29,438	34,590	39,742
Computer Operator	29,438	34,590	39,742
G.I.S. Technician	29,438	34,590	39,742
Civil Engineer Technician	31,080	36,519	41,958
Legal Assistant	32,726	38,454	44,181
Inspectional Services Aide	32,726	38,454	44,181
Department Head Secretary	32,726	38,454	44,181

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Public Education Coordinator	32,726	38,454	44,181
Senior Police Front Desk Clerk	33,275	39,098	44,921
Licensing Aide	33,275	39,098	44,921
Customer Service Supervisor	33,824	39,743	45,662
Executive Secretary	34,369	40,385	46,398
Accountant	34,920	41,030	47,141
Central Records Clerk	34,920	41,030	47,141
Planner I	36,016	42,320	48,622
Development Services Inspector	36,016	42,320	48,622
Administrative Assistant	37,109	43,604	50,098
Code Enforcement Administrator	39,305	46,183	53,061
Personnel Analyst	39,305	46,183	53,061
Civil Engineer I	39,852	46,827	53,801
PC Technical Support Specialist	39,852	46,827	53,801
Planner II	40,400	47,472	54,542
Technical Services Supervisor	40,400	47,472	54,542
Communication & Marketing Coordinator	42,047	49,404	56,761
Streets/Electrical Supervisor	42,047	49,404	56,761
Urban Landscape & Forestry Supervisor	42,047	49,404	56,761
Water Treatment & Wastewater- Pumping Supervisor	42,047	49,404	56,761
Electrical Inspector	42,047	49,404	56,761
Plumbing Inspector	42,047	49,404	56,761
Building Plan Reviewer/Inspector	42,047	49,404	56,761
Programmer/Analyst	42,047	49,404	56,761
Systems Engineer	43,994	51,856	59,718
Underground Utilities Supervisor	44,786	52,623	60,461
Vehicle Maintenance Supervisor	44,786	52,623	60,461
Civil Engineer II	44,786	52,623	60,461
Assistant Director of Finance	44,786	52,623	60,461
Central Garage Superintendent	46,431	54,557	62,682
Fire Marshal	46,981	55,201	63,422
Police Sergeant	46,981	55,201	63,422
Building Inspection Supervisor	46,981	55,201	63,422
Fire Lieutenant	47,528	55,845	64,162
Accounting Manager	48,076	56,490	64,902
Development Engineer	48,625	57,133	65,641
Operations Superintendent	49,172	57,777	66,382
Utilities Superintendent	49,719	58,420	67,121
Senior Planner	50,813	59,705	68,597
Police Lieutenant	53,554	62,926	72,297
Assistant Director of Community Develop.	49,405	60,142	70,878

Assistant Director of Public Works	50,859	63,574	76,288
MIS Manager	51,374	64,217	77,061
Assistant Village Manager	52,402	65,503	78,602
Deputy Police Chief	56,012	70,016	84,019
Deputy Fire Chief	56,012	70,016	84,019
Village Engineer	57,374	71,717	86,060
Chief of Police	59,918	74,898	89,877
Director of Community Development	59,918	74,898	89,877
Director of Finance	59,918	74,898	89,877
Director of Public Works	59,918	74,898	89,877
Fire Chief	59,918	74,898	89,877

**Part-Time Positions**

Accounting Clerk	10.46	12.30	14.12
Data Entry Clerk	10.46	12.30	14.12
Personnel Clerk	11.25	13.23	15.20
Police Records Clerk	11.78	13.84	15.90
Water Billing Clerk	12.30	14.46	16.61
Customer Service Representative	12.57	14.77	16.96
Police Custodian	12.83	15.08	17.33
Senior Secretary	13.10	15.39	17.68
Code Enforcement Officer	13.90	16.32	18.75
Communication & Marketing Specialist	14.16	16.63	19.11
Fire Prevention Inspector	16.00	18.79	21.60

**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 \$8.75 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 \_\_\_\_\_, 1999

First reading waived by this 6th day of May, 1999

Passed on second reading this 6th day of May, 1999

**Ayes:** Trustees Borgatell, Tross, Schaffer, Sebby, Florey and Kufrin

**Nays:** None

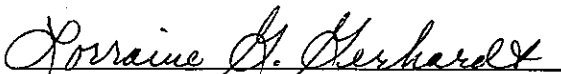
**Absent:** None

Approved this 6th day of May, 1999



William J. Mueller  
Village President

Attest:



Lorraine G. Gerhardt  
Village Clerk

