

ORDINANCE NO 6027

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, 2007;

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	33,579	39,455	45,332
Police Building Custodian	35,005	41,130	47,256
Customer Service Representative	36,430	42,805	49,179
Public Works Clerk	36,430	42,805	49,179
Police Front Desk Clerk	37,854	44,479	51,103
Police Records Clerk	37,854	44,479	51,103
Accounts Payable/Accounts Receivable Clerk	37,854	44,479	51,103
Police Property Clerk	39,280	46,154	53,027
Administrative Secretary	40,705	47,829	54,953
Building Inspection Services Representative	40,705	47,829	54,953
Administrative Coordinator	42,129	49,502	56,874
Community Service Officer	42,129	49,502	56,874
Computer Operator	42,129	49,502	56,874
Accounting Assistant	42,129	49,502	56,874
Payroll/Benefits Specialist	44,980	52,852	60,723
Executive Coordinator	44,980	52,852	60,723
Facilities Maintenance Supervisor	44,980	52,852	60,723
Licensing Specialist	44,980	52,852	60,723
Public Education Coordinator	44,980	52,852	60,723
Fire Prevention Inspector	45,203	53,123	61,043

Civil Engineer Technician	46,404	54,525	62,646
Code Enforcement Officer	46,404	54,525	62,646
Geographic Information Systems Tech.	46,404	54,525	62,646
Accountant	47,831	56,201	64,571
Deputy Village Clerk	47,831	56,201	64,571
Development Services Inspector	47,831	56,201	64,571
PC Technical Support Specialist	47,831	56,201	64,571
Planner I	47,831	56,201	64,571
Customer Service Supervisor	49,968	58,712	67,457
Management Analyst	52,818	62,061	71,305
Planner II	52,818	62,061	71,305
Building Plan Reviewer/Inspector I	55,667	65,409	75,150
Chief Electrical Inspector/Plan Reviewer	55,667	65,409	75,150
Plumbing Plan Review/Inspector	55,667	65,409	75,150
Building Plan Review/Inspector II	58,518	68,759	78,999
Civil Engineer I	58,518	68,759	78,999
Communication & Marketing Coordinator	58,518	68,759	78,999
Technical Services Supervisor	64,218	75,458	86,696
Human Resources Administrator	67,069	78,807	90,544
Fleet Maintenance Operations Supervisor	67,069	78,807	90,544
Supervisor of Streets/Electrical/Forestry	67,069	78,807	90,544
Underground Utilities Supervisor	67,069	78,807	90,544
Water Treatment & WW Pumping Supv.	67,069	78,807	90,544
Accounting Manager	69,921	82,157	94,392
Building Inspection Supervisor	69,921	82,157	94,392
Civil Engineer II	69,921	82,157	94,392
Fire Marshal	69,921	82,157	94,392
Assistant Director of Finance	72,771	85,506	98,240
Private Development Engineer	72,771	85,506	98,240
Senior Planner	72,771	85,506	98,240
Fire Battalion Chief (Shift Commander)	75,620	88,854	102,087
P.W. Operations Superintendent	75,620	88,854	102,087
Police Lieutenant	75,620	88,854	102,087
P.W. Utilities Superintendent	75,620	88,854	102,087
Assistant Director of Public Works	76,837	92,204	107,571
Deputy Chief of Police	79,627	95,552	111,478
IT Manager	79,627	95,552	111,478
Village Engineer	82,417	98,901	115,384
Chief of Police	90,790	108,948	127,106
Asst. Village Manager/Director of Com. Dev.	90,790	108,948	127,106
Director of Finance/Village Treasurer	90,790	108,948	127,106
Director of Public Works	90,790	108,948	127,106
Fire Chief	90,790	108,948	127,106

Part-Time Positions

Part-Time Records Clerk	16.1438	18.9688	21.7942
Part-Time Police Buildings Custodian	16.8293	19.7740	22.7192
Data Entry Clerk, Public Works	16.8293	19.7740	22.7192
Human Resources Clerk	16.8293	19.7740	22.7192
Police Front Desk Clerk	18.1990	21.3841	24.5688
Police Records Clerk	18.1990	21.3841	24.5688
Administrative Secretary	19.5697	22.9947	26.4197
Building Inspectional Services Representative	19.5697	22.9947	26.4197
Communications & Marketing Specialist	20.2543	23.7990	27.3433
Fire Prevention Inspector	21.7324	25.5400	29.3477
Code Enforcement Officer	22.3096	26.2139	30.1183
Accreditation Manager	22.3096	26.2139	30.1183

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, 2007 as follows:

Police Sergeants

Step 1	\$80,335
Step 2	82,774
Step 3	85,287
Step 4	87,876
Step 5	90,545

Fire Lieutenants

Step 1	\$73,595
Step 2	76,171
Step 3	78,913
Step 4	81,675
Step 5	84,534
Step 6	87,492
Step 7	90,545

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 \$11.8760 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 _____, 2007

First reading waived by this 3rd day of May, 2007


Passed on second reading this 3rd day of May, 2007

Ayes: Trustees Gron, Tross, O'Brien, Sebby, Florey & Soderstrom

Nays: None

Absent: None

Approved this 3rd day of May, 2007


William J. Mueller
Village President

Attest:


Brigitte O'Brien
Village Clerk