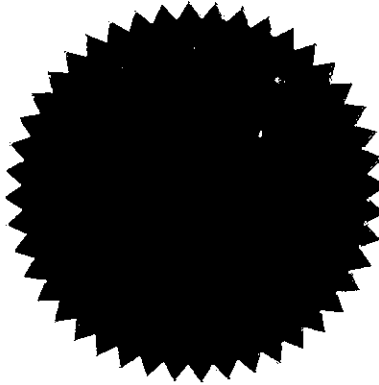


PUBLISHED IN PAMPHLET FORM THIS 10th DAY OF June, 2002.
BY ORDER OF THE CORPORATE AUTHORITIES OF THE VILLAGE OF LOMBARD,
DUPAGE COUNTY, ILLINOIS.

Suzan L. Kramer
Village Clerk

Suzan L. Kramer



AN ORDINANCE SETTING RATES OF PAY FOR VILLAGE EMPLOYEES

PAMPHLET

ORDINANCE 5141

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, 2002;

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	27,733	32,585	37,439
Records Clerk	27,733	32,585	37,439
Accounting Clerk	28,910	33,968	39,028
Data Entry Clerk-Public Works	28,910	33,968	39,028
Human Resources Clerk	28,910	33,968	39,028
Police Building Custodian	28,910	33,968	39,028
Accounts Payable Clerk	30,087	35,352	40,617
Customer Service Representative	30,087	35,352	40,617
Fleet Services Clerk	30,087	35,352	40,617
Police Front Desk Clerk	31,263	36,735	42,206
Police Records Clerk	31,263	36,735	42,206
Accounts Receivable Clerk	32,441	38,118	43,795
Police Property Clerk	32,441	38,118	43,795
Administrative Secretary	33,618	39,501	45,385
Building Inspection Services Representative	33,618	39,501	45,385
Administrative Coordinator	34,794	40,883	46,972
Communications & Marketing Specialist	34,794	40,883	46,972
Community Service Officer	34,794	40,883	46,972
Computer Operator	34,794	40,883	46,972
Legal Assistant	34,794	40,883	46,972
Senior Police Front Desk Clerk	34,794	40,883	46,972
Cable TV Technician	37,149	43,649	50,151
Executive Coordinator	37,149	43,649	50,151

37,149	43,649	37,149	Facilities Maintenance Supervisor
37,149	43,649	37,149	Licensing Specialist
37,149	43,649	37,149	Public Education Coordinator
38,325	45,032	38,325	Civil Engineer Technician
38,325	45,032	38,325	Code Enforcement Officer
38,325	45,032	38,325	Geographic Information Systems Tech.
39,503	46,416	39,503	Accountant
39,503	46,416	39,503	Deputy Village Clerk
39,503	46,416	39,503	Development Services Inspector
39,503	46,416	39,503	PC Technical Support Specialist
39,503	46,416	39,503	Planner I
39,503	46,416	39,503	Senior Building Inspection Services Rep.
41,268	48,490	41,268	Customer Service Supervisor
41,268	48,490	41,268	Human Resources Analyst
41,268	48,490	41,268	Web Specialist
43,622	51,256	43,622	Management Analyst
43,622	51,256	43,622	Planner II
45,975	51,256	45,975	Building Plan Reviewer/Inspector
45,975	51,256	45,975	Chief Electrical Inspector/Plan Reviewer
45,975	51,256	45,975	Plumbing Plan Review/Inspector
45,975	51,256	45,975	Programmer/Analyst
48,330	56,788	48,330	Civil Engineer I
48,330	56,788	48,330	Communication & Marketing Coordinator
53,038	62,320	53,038	Systems Engineer
53,038	62,320	53,038	Technical Services Supervisor
53,038	62,320	53,038	Urban Landscape & Forestry Supervisor
53,038	62,320	53,038	Vehicle Maintenance Supervisor
55,392	65,085	55,392	Assistant to the Village Manager
55,392	65,085	55,392	Supervisor of Streets/Electrical
55,392	65,085	55,392	Underground Utilities Supervisor
55,392	65,085	55,392	Water Treatment & WW Pumping Superv.
57,747	67,852	57,747	Accounting Manager
57,747	67,852	57,747	Building Inspection Supervisor
57,747	67,852	57,747	Civil Engineer II
57,747	67,852	57,747	Fire Marshal
57,747	67,852	57,747	Fleet Services Superintendent
57,747	67,852	57,747	Senior Planner
60,101	70,618	60,101	Assistant Director of Finance
60,101	70,618	60,101	Private Development Engineer
62,454	73,383	62,454	Fire Battalion Chief (Shift Commander)
62,454	73,383	62,454	Human Resources Manager
62,454	73,383	62,454	P.W. Operations Superintendent
62,454	73,383	62,454	Police Lieutenant
62,454	73,383	62,454	P.W. Utilities Superintendent

Assistant Director of Public Works	63,459	76,150	88,842
Deputy Chief of Police	65,763	78,915	92,069
Deputy Fire Chief	65,763	78,915	92,069
MIS Manager	65,763	78,915	92,069
Village Engineer	68,068	81,682	95,295
Chief of Police	74,983	89,980	104,976
Director of Community Development	74,983	89,980	104,976
Director of Finance/Village Treasurer	74,983	89,980	104,976
Director of Public Works	74,983	89,980	104,976
Fire Chief	74,983	89,980	104,976

Part-Time Positions

Part-Time Custodian	13.33	15.66	18.00
Accounting Clerk	13.89	16.33	18.76
Data Entry Clerk, Public Works	13.89	16.33	18.76
Human Resources Clerk	13.89	16.33	18.76
Police Front Desk Clerk	15.03	17.66	20.29
Police Records Clerk	15.03	17.66	20.29
Communication & Marketing Specialist	16.73	19.66	22.58
Fire Prevention Inspector	17.95	21.09	24.24
Code Enforcement Officer	18.43	21.65	24.88

Section 2: 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. As of June 1, 2002, Fire Lieutenants and Police Sergeants will begin the following step-plan system:

<u>Police Sergeants</u>		<u>Fire Lieutenants</u>	
Step 1	\$66,348	Step 1	\$60,782
Step 2	68,362	Step 2	62,909
Step 3	70,438	Step 3	65,174
Step 4	72,576	Step 4	67,455
Step 5	74,780	Step 5	69,816
		Step 6	72,259
		Step 7	74,780

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 3: Crossing Guards

Crossing Guards shall be paid at \$9.81 per hour.

Section 4: 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 5: 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 _____, 2002,

First reading waived by this 6th day of June _____, 2002,

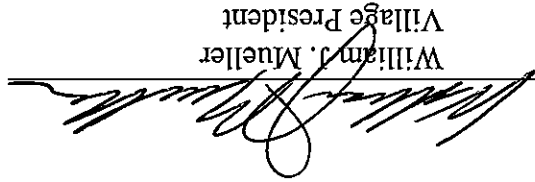
Passed on second reading this 6th day of June _____, 2002

Ayes: Trustees Destephano, Tross, Koenig, Sebby, Florey, Soderstrom

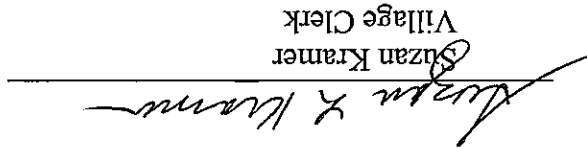
Nays: None

Absent: None

Approved this 6th day of June _____, 2002,


William J. Mueller
Village President

Attest:


Suzan Kramer
Village Clerk

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