

ORDINANCE NO _____

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, 2010;

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 | 36,145 | 42,470 | 48,795 |
| Police Building Custodian | 37,679 | 44,273 | 50,866 |
| Customer Service Representative | 37,679 | 44,273 | 50,866 |
| Water Billing Representative | 40,746 | 47,877 | 55,008 |
| Police Front Desk Clerk | 40,746 | 47,877 | 55,008 |
| Police Records Clerk | 40,746 | 47,877 | 55,008 |
| Accounts Payable/Accounts Receivable Clerk | 40,746 | 47,877 | 55,008 |
| Community Service Officer | 41,036 | 48,218 | 55,399 |
| Police Property Clerk | 42,281 | 49,680 | 57,079 |
| Administrative Secretary | 43,815 | 51,483 | 59,151 |
| Building Division Representative | 43,815 | 51,483 | 59,151 |
| Senior Building Division Representative | 44,343 | 52,104 | 59,865 |
| Administrative Coordinator | 45,348 | 53,284 | 61,220 |
| Accounting Assistant | 45,348 | 53,284 | 61,220 |
| Payroll/Benefits Specialist | 48,417 | 56,890 | 65,363 |
| Executive Coordinator | 48,417 | 56,890 | 65,363 |
| Facilities Maintenance Supervisor | 48,417 | 56,890 | 65,363 |
| Civil Engineer Tech | 49,950 | 58,691 | 67,433 |

| | | | |
|---|--------|---------|---------|
| Geographic Information Systems Tech. | 51,485 | 60,495 | 69,505 |
| Accountant | 51,485 | 60,495 | 69,505 |
| Business Administrator | 51,485 | 60,495 | 69,505 |
| Development Services Inspector | 51,485 | 60,495 | 69,505 |
| IT Specialist | 51,485 | 60,495 | 69,505 |
| Planner I | 51,485 | 60,495 | 69,505 |
| Code Enforcement Coordinator | 53,786 | 63,198 | 72,611 |
| Customer Service Supervisor | 55,669 | 65,410 | 75,152 |
| Senior Planner | 56,854 | 66,803 | 76,753 |
| Building Division Plan Reviewer/Inspector I | 56,854 | 66,803 | 76,753 |
| Chief Electrical Inspector/Plan Reviewer | 56,854 | 66,803 | 76,753 |
| Plumbing Plan Review/Inspector | 56,854 | 66,803 | 76,753 |
| Fire Prevention Inspector | 59,920 | 70,406 | 80,892 |
| Management Analyst | 59,920 | 70,406 | 80,892 |
| Building Division Plan Review/Inspector II | 62,990 | 74,013 | 85,035 |
| Civil Engineer I | 62,990 | 74,013 | 85,035 |
| Communications Coordinator | 62,990 | 74,013 | 85,035 |
| Technical Services Supervisor | 69,126 | 81,223 | 93,321 |
| Human Resources Administrator | 72,194 | 84,828 | 97,463 |
| Fleet Maintenance Operations Supervisor | 72,194 | 84,828 | 97,463 |
| Supervisor of Streets/Electrical/Forestry | 72,194 | 84,828 | 97,463 |
| Underground Utilities Supervisor | 72,194 | 84,828 | 97,463 |
| Water Treatment & WW Pumping Supv. | 72,194 | 84,828 | 97,463 |
| Accounting Manager | 72,194 | 84,828 | 97,463 |
| Civil Engineer II | 72,194 | 84,828 | 97,463 |
| Fire Marshal | 75,263 | 88,434 | 101,605 |
| Assistant Director - Com Dev | 78,331 | 92,039 | 105,747 |
| Assistant Director of Finance | 78,331 | 92,039 | 105,747 |
| Private Development Engineer | 78,331 | 92,039 | 105,747 |
| Fire Battalion Chief (Shift Commander) | 81,398 | 95,642 | 109,887 |
| P.W. Operations Superintendent | 81,398 | 95,642 | 109,887 |
| Police Lieutenant | 81,398 | 95,642 | 109,887 |
| P.W. Utilities Superintendent | 81,398 | 95,642 | 109,887 |
| Village Engineer | 81,912 | 96,246 | 110,581 |
| Assistant Director of Public Works | 82,708 | 99,249 | 115,790 |
| Deputy Chief of Police | 85,711 | 102,853 | 119,996 |
| IT Manager | 85,711 | 102,853 | 119,996 |
| Chief of Police | 97,727 | 117,272 | 136,818 |
| Director of Com. Dev. | 97,727 | 117,272 | 136,818 |
| Director of Finance/Village Treasurer | 97,727 | 117,272 | 136,818 |
| Director of Public Works | 97,727 | 117,272 | 136,818 |
| Fire Chief | 97,727 | 117,272 | 136,818 |

Part-Time Positions

| | | | |
|--------------------------------------|---------|---------|---------|
| Part-Time Records Clerk | 17.3774 | 20.4183 | 23.4592 |
| Data Entry Clerk, Public Works | 18.1150 | 21.2849 | 24.4549 |
| Human Resources Clerk | 18.1150 | 21.2849 | 24.4549 |
| Part-Time Police Buildings Custodian | 18.1150 | 21.2849 | 24.4549 |
| Part-Time Public Works Clerk | 18.1150 | 21.2849 | 24.4549 |
| Customer Services Rep | 18.1150 | 21.2849 | 24.4549 |
| Police Front Desk Clerk | 18.8525 | 22.1515 | 26.4462 |
| Police Records Clerk | 19.5893 | 23.0178 | 26.4462 |
| Administrative Secretary | 21.0650 | 24.7516 | 28.4382 |
| Building Division Representative | 21.0650 | 24.7516 | 28.4382 |
| Administrative Towing Coordinator | 21.0650 | 24.7516 | 28.4382 |
| Communications Specialist | 21.8019 | 25.6172 | 29.4326 |
| Fire Prevention Inspector | 23.2775 | 27.3510 | 31.4245 |
| Code Enforcement Officer | 24.0144 | 28.2170 | 32.4196 |
| Accreditation Manager | 28.8078 | 33.8491 | 38.8904 |

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 nine (9) 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 nine (9) 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, 2010 as follows:

| <u>Police Sergeants</u> | | <u>Fire Lieutenants</u> | |
|-------------------------|----------|-------------------------|----------|
| Step 1 | \$88,203 | Step 1 | \$80,802 |
| Step 2 | 90,880 | Step 2 | 83,631 |
| Step 3 | 93,639 | Step 3 | 86,641 |

| | | | |
|--------|--------|--------|--------|
| Step 4 | 96,482 | Step 4 | 89,674 |
| Step 5 | 99,412 | Step 5 | 92,813 |
| | | Step 6 | 96,061 |
| | | Step 7 | 99,412 |

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 \$12.7835 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 _____, 2010.

First reading waived by this _____ day of _____, 2010.

Passed on second reading this _____ day of _____, 2010

Ayes: _____

Nays: _____

Absent: _____

Approved this _____ day of _____, 2010.

William J. Mueller
Village President

Attest:

Brigitte O'Brien
Village Clerk