

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION

 X Resolution or Ordinance (Blue) *Waiver of First requested* X
 Recommendations of Boards, Commissions & Committees (Green)
 Other Business (Pink)

TO: PRESIDENT AND BOARD OF TRUSTEES

FROM: Scott Niehaus, Village Manager

DATE: November 6, 2019 (B of T) Date: November 21, 2019

TITLE: FY2020 Salary Ordinance

BACKGROUND/POLICY IMPLICATIONS:

FY2020 Wage and range Updates

1. **Non-Union Wage Adjustments** – The FY 2020 budget which will be approved on November 21, 2019, includes a 2% market-based wage adjustment for all non-union employees. The budgeted market wage adjustment is competitive with the market and other union bargaining agreements.

2. **Merit Pool Program** – A merit pool was implemented for non-union employees at an amount not to exceed 2%. This pool is a way to motivate and reward strong performers for their efforts and to assist employees in moving through their respective ranges. An employee may be eligible for a merit adjustment between 0-2% and is based on performance.

3. **Salary Ranges** – Effective January 1, 2020 salary ranges will be increased by 2%. All pay grades and ranges will move by the general increase as approved by the Board of Trustees on an annual basis.

Village Attorney	_____	Date	_____
Finance Director	<i>Riyanto Saito</i>	Date	<u>11/7/19</u>
Village Manager	<i>Scott Niehaus</i>	Date	<u>11/7/19</u>