


**ORDINANCE 7216
PAMPHLET**

SALARY ORDINANCE



PUBLISHED IN PAMPHLET FORM THIS 20th DAY OF MAY, 2016, BY ORDER
OF THE CORPORATE AUTHORITIES OF THE VILLAGE OF LOMBARD, DUPAGE
COUNTY, ILLINOIS.


Sharon Kuderna
Village Clerk

ORDINANCE NO. 7216

**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 May 20, 2016,

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> |
|---|----------------|------------------|----------------|
| Police Building Custodian | 33,400 | 40,080 | 46,760 |
| Executive Coordinator | 46,801 | 56,161 | 65,521 |
| Facilities Maintenance Supervisor | 46,801 | 56,161 | 65,521 |
| Payroll/Benefits Specialist | 48,476 | 58,171 | 67,866 |
| Business Administrator | 52,664 | 63,196 | 73,729 |
| Customer Service Supervisor | 56,014 | 67,217 | 78,419 |
| Communications & Marketing Coordinator | 56,014 | 67,217 | 78,419 |
| Asset Management Administrator | 56,533 | 67,840 | 79,146 |
| Police Records Supervisor | 59,364 | 71,237 | 83,110 |
| Civil Engineer I | 62,714 | 75,257 | 87,800 |
| Management Analyst | 62,714 | 75,257 | 87,800 |
| Urban Landscaping & Forestry Supervisor | 69,415 | 83,297 | 97,180 |
| Fleet Maintenance Operations Supervisor | 72,765 | 87,318 | 101,871 |
| Streets & Electrical Supervisor | 72,765 | 87,318 | 101,871 |
| Underground Utilities Supervisor | 72,765 | 87,318 | 101,871 |
| Accounting Manager | 76,115 | 91,338 | 106,561 |
| Building Official | 76,115 | 91,338 | 106,561 |
| Civil Engineer II | 76,115 | 91,338 | 106,561 |
| Fire Marshal | 76,115 | 91,338 | 106,561 |
| Water Treatment & WW Pumping Supervisor | 76,115 | 91,338 | 106,561 |

| | | | |
|---|---------|---------|---------|
| Assistant Director of Finance | 79,465 | 95,358 | 111,251 |
| Assistant Director of Community Development | 79,465 | 95,358 | 111,251 |
| Private Development Engineer | 82,815 | 99,378 | 115,941 |
| P.W. Operations Superintendent | 82,815 | 99,378 | 115,941 |
| P.W. Utilities Superintendent | 82,815 | 99,378 | 115,941 |
| Fire Battalion Chief (Shift Commander) | 83,985 | 100,782 | 117,579 |
| Assistant Director of Public Works | 87,495 | 104,994 | 122,493 |
| Police Lieutenant | 112,989 | 118,074 | 123,159 |
| Assistant Fire Chief | 90,897 | 109,076 | 127,256 |
| Director of Human Resources | 93,750 | 112,875 | 132,000 |
| Deputy Chief of Police | 120,000 | 130,000 | 140,000 |
| Chief of Police | 104,505 | 125,406 | 146,306 |
| Director of Com. Dev. | 104,505 | 125,406 | 146,306 |
| Director of Finance/Village Treasurer | 104,505 | 125,406 | 146,306 |
| Director of Public Works | 104,505 | 125,406 | 146,306 |
| Fire Chief | 104,505 | 125,406 | 146,306 |
| Assistant Village Manager | 104,505 | 125,406 | 146,306 |

Part-Time Positions

| | | | |
|--|---------|---------|---------|
| Part-Time Facilities Technician | 19.2300 | 23.0750 | 26.9220 |
| Investigative Aide | 20.0847 | 24.1015 | 28.1183 |
| Communications Specialist | 20.8899 | 25.0678 | 29.2457 |
| Accreditation Manager/Training Coordinator | 28.5404 | 34.2486 | 39.9568 |

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 January 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. 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 Firefighters Union Local #3009:

- Firefighter
- Fire Lieutenant

E. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreements between the Village and the Illinois Fraternal Order of Police Labor Council:

- Police Officer
- Police Sergeant

F. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the Teamsters:

- Community Service Officer
- Police Front Desk Clerk
- Police Records Clerk
- Police Property Clerk
- Administrative Towing Coordinator

H. The following position(s) shall be paid in accordance with the provisions of the collective bargaining agreement between the Village and the SEIU:

- Customer Service Representative
- Water Billing Representative
- Accounts Payable/Accounts Receivable Clerk
- Administrative Secretary

- Building Division Representative
- Accounting Assistant
- Administrative Coordinator
- Civil Engineering Technician
- IT Specialist
- Senior Building Division Representative
- Accountant
- Code Enforcement Coordinator
- Development Services Inspector
- Geographic Information Systems Technician
- Planner I
- Building Division Plan Reviewer/Inspector I
- Chief Electrical Inspector/Plan Reviewer
- Plumbing Plan Review/Inspector
- Senior Planner
- Part-Time Data Entry Clerk, Public Works
- Part-Time Human Resources Clerk
- Part-Time Customer Services Representative
- Part-Time Code Enforcement Field Representative
- Part-Time Administrative Secretary
- Part-Time Building Division Representative
- Part-Time Fire & Life Safety Specialist
- Part-Time Code Enforcement Officer
- Part-Time Fire Prevention Inspector

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 _____, 2016.

First reading waived by action of the Board of Trustees this 19th day of May, 2016.

Passed on second reading this 19th day of May, 2016.

Ayes: Trustee Whittington, Fugiel, Foltyniewicz, Johnston, Pike and Ware

Nays: None

Absent: None


Approved this 19th day of May, 2016.


Keith T. Giagnorio
Village President

ATTEST:


Sharon Kuderna
Village Clerk

Published by me in pamphlet form on this 20th day of May, 2016.


Sharon Kuderna
Village Clerk