

**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 R. Niehaus, Village Manager

DATE : November 21, 2022 (B of T) Date: December 1, 2022

TITLE : Salary Ordinance

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

BACKGROUND/POLICY IMPLICATIONS:

2023 Wage and Range Updates

1. Non-union Wage Adjustments – The FY 2023 budget was approved on November 17, 2022. The 2023 budget included a 3% increase for non-union employees. The budgeted market adjustment is competitive with the market and other union bargaining agreements.
2. Merit Pool Program – A merit pool for non-union employees shall be up to 2%. The merit pool salary increase is slightly higher because no merit increases were given on January 1, 2022.
3. Salary Ranges – Non-Union Salary ranges will be increased by the general increase or adjusted in order to remain competitive.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager W. Niehaus _____ Date _____