Legistar #: **230398**

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 27, 2023 (B of T) Date: December 7, 2023

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 will be approved on December 7, 2023. The 2024 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%. This is the same as last year.

3. Salary Ranges – Non-Union Salary ranges will be increased by the general increase or adjusted in order to remain competitive based on pay study results, internal parity, union bargaining agreement wage scales and banding of positions.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager _____ Date 11/29/23