

**VILLAGE OF LOMBARD  
REQUEST FOR BOARD OF TRUSTEES ACTION**

Resolution or Ordinance (Blue)      Waiver of First requested \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Other Business (Pink)

TO : PRESIDENT AND BOARD OF TRUSTEES  
FROM : Scott R. Niehaus, Village Manager  
DATE : October 8, 2025      (B of T) Date: November 6, 2025  
TITLE : Salary Ordinance

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

**BACKGROUND/POLICY IMPLICATIONS:**

**2026 Wage and Range Updates**

1. Non-union Wage Adjustments – The FY 2026 budget will be on 2<sup>nd</sup> reading on November 20, 2025. The 2026 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.

**FISCAL IMPACT/FUNDING SOURCE:**

Village Attorney \_\_\_\_\_ Date \_\_\_\_\_  
Finance Director \_\_\_\_\_ Date \_\_\_\_\_  
Village Manager 10/17/25 Date 10/17/25