

Village of La Grange - FY 2015-16 Budget
 Summary of Employee Compensation & Benefits

POLICE	Position	Full-Time Part-Time	Date Employed	Actual FY 2014-15 Salary/OT	Salaries (3)		Benefits			Miscellaneous Compensation					Pensions				Total	
					Budgeted FY 2015-16 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstigt (8)	Other / Cell Phone (9)	Uniform Alwnc (10)	IMRF Pension (11)	Police/Fire Pension (12)	FICA / Medcre (13)	Exempt / Medicare Only (14)	ICMA RC (15)		
STRASSER	Acting Chief	FT	10/2/89	112,724	119,262	1,640	6,077	S	76					600		55,910		1,729		185,294
VACANT	LIEUT	FT			n/a		n/a		n/a									n/a		n/a
PETERS	SGT	FT	10/9/95	106,389	101,036	1,389	16,133	F	76					600		47,366		1,465		168,065
KIELCZYNSKI	SGT	FT	1/16/81	106,568	96,220	2,646	16,133	F	76					600		45,108		n/a		160,783
CIMBALISTA	SGT	FT	6/22/90	123,528	96,220	2,646	16,133	F	76					600		45,108		1,395		162,178
BERG	SGT/K-9	FT	10/2/89	124,955	96,220	2,646	16,133	F	76			1,800		600		45,108		1,395		163,978
ODOM	SGT	FT	10/3/97	99,761	96,220	2,646	16,133	F	76					600		45,108		1,395		162,178
ROHLICEK	PATROL/SQD LDR	FT	1/4/93	102,402	94,074	(1)	16,133	F	76			1,500		600		44,102		1,364		157,849
LJUBENKO	PATROL/SQD LDR	FT	8/2/99	99,740	94,074	(1)	6,077	S	76			1,500		600		44,102		1,364		147,793
HERRERA	PATROL	FT	7/10/00	96,855	88,379	(1)	n/a	-	76					600		41,432		1,281		131,768
BURRELL	PATROL	FT	1/8/01	87,884	88,379	(1)	n/a	-	76					600		41,432		1,281		131,768
WARDLAW	PATROL/SQD LDR	FT	1/10/01	104,558	88,379	(1)	n/a	-	76			1,500		600		41,432		1,281		133,268
PACANA	PATROL	FT	1/8/01	87,617	88,379	(1)	16,133	F	76					600		41,432		1,281		147,901
MONCIVAIS	PATROL	FT	5/29/01	93,863	88,379	(1)	6,077	S	76					600		41,432		1,281		137,845
FULLA	PATROL/INV	FT	10/8/01	111,465	88,379	(1)	16,133	F	76			1,500		700		41,432		1,281		149,501
BALON	PATROL	FT	6/9/03	103,981	88,379	(1)	16,133	F	76					600		41,432		1,281		147,901
ROGERS	PATROL	FT	7/5/04	97,832	88,379	(1)	6,077	S	76					600		41,432		1,281		137,845
UHER	PATROL/INV	FT	7/5/04	104,932	88,379	(1)	6,077	S	76			1,500		600		41,432		1,281		139,345
WOLF	PATROL	FT	9/22/08	99,319	88,379	(1)	6,077	S	76					600		41,432		1,281		137,845
COMSTOCK	PATROL	FT	8/4/12	73,973	70,664	2,155	16,133	S	76					600		33,127		1,025		123,780
ANDRIES	PATROL	FT	9/10/12	76,883	70,336	2,145	6,077	S	76					600		32,974		1,020		113,227
A.COLEMAN	PATROL	FT	9/23/13	70,390	66,138	2,017	6,077	S	76					600		31,005		959		106,873
IRIZARRY	PATROL	FT	9/23/13	69,147	66,138	2,017	6,077	S	76					600		31,005		959		106,873
MCDERMOTT	PATROL	FT	3/24/14	65,310	65,676	2,003	6,077	S	76					600		30,789		952		106,173
WESSENDORF	PATROL	FT	3/24/14	64,564	65,676	2,003	16,133	F	76					600		30,789		952		116,229
KANG	PATROL	FT	8/18/14	56,360	62,776	1,915	6,077	S	76					600		29,429		910		101,783
HON	PATROL	FT	10/6/14	36,980	61,906	1,888	n/a	S	76					600		29,022		898		94,389
VACANT	PATROL	FT		37,925	61,906	n/a	16,133	S	76					600		29,022		898		108,634
COLEMAN	SECRETARY	FT	6/7/04	56,042	54,826	1,508	n/a	-	76					300	6,853		4,194			67,757
SEYMOUR	COM OP/DIPATCH	FT	12/21/92	66,278	63,295	n/a	6,077	S	76					300	7,912			4,842		82,502
RAPP	COM OP/DIPATCH	FT	11/28/98	66,879	63,295	n/a	16,133	F	76					300	7,912			4,842		92,558
BIESEK	COM OP/DIPATCH	FT	3/13/99	62,596	63,295	n/a	16,133	F	76					300	7,912			4,842		92,558
DONOVAN	COM OP/DIPATCH	FT	11/25/02	63,212	63,295	n/a	16,133	F	76					300	7,912			4,842		92,558
MESICH	COM OP/DIPATCH	FT	5/1/08	54,963	57,201	858	16,133	S	76					300	7,150			4,376		86,094
DRAKE	COM OP/DIPATCH	FT	1/14/13	51,103	52,008	780	6,077	S	76					300	6,501			3,979		69,721
PROGRAM BUDGET	COM OP/DIPATCH	PT-20 hr/wk	n/a	15,402	18,229	n/a	n/a	n/a	n/a							n/a		1,395		19,624
PROGRAM BUDGET	CRSSNG GUARDS	PT-varies	n/a	74,772	85,093	n/a	n/a	n/a	n/a							n/a		6,510		91,603
PROGRAM BUDGET	POLICE OFFICER	PT-45 hr/wk	n/a	27,643	52,767	n/a	n/a	n/a	n/a							n/a		4,037		56,804
HANNON	PEO	FT	5/10/2004	54,824	52,885	1,454	6,077	S	76						6,611			4,046		71,148
KOTRBA	PEO	FT	3/3/2008	46,561	47,970	660	6,077	S	76						5,996			3,670		64,448
LIEPE	PARKING CLK	FT	2/1/2005	55,907	55,539	1,527	16,133	F	76						6,942			4,249		84,466
ZICKUS, A	PEO/RECORDS	PT-30 hr/wk	3/28/2005	33,538	27,538	909	n/a	n/a	n/a						3,442			2,107		33,996

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FIRE	Position	Full-Time Part-Time	Date Employed	Actual FY 2014-15 Salary/OT	Salaries (3)		Benefits		Miscellaneous Compensation						Pensions				Total	
					Budgeted FY 2015-16 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstigt (8)	Other / Cell Phone (9)	Uniform Alwnc (10)	IMRF Pension (11)	Police/Fire Pension (12)	FICA / Medcre (13)	Exempt / Medicare Only (14)	ICMA RC (15)		
GAY	CHIEF	FT	2/1/89	112,703	117,734	3,238	16,133	F	76					300		77,893		1,707		217,081
RAPP	CAPT	FT	8/12/92	117,228	103,193	2,838	16,133	F	76					300		68,272		1,496		192,309
VACANT	CAPT	FT	n/a		n/a		n/a		n/a							n/a		n/a		n/a
BERGHAUS	LIEUT	FT	7/29/96	109,218	99,534	Top Pay	16,133	F	76					300		65,852		1,443		183,338
SIBLE	LIEUT	FT	10/26/92	108,867	99,534	Top Pay	16,133	F	76					300		65,852		1,443		183,338
BEHLAND	LIEUT	FT	12/15/97	97,756	94,794	Top Pay	16,133	F	76					300		62,716		1,375		175,393
KALLAL	FIREFIGHTER	FT	6/24/96	93,222	87,126	Top Pay	16,133	F	76					300		57,643		1,263		162,541
MARTINAITIS	FIREFIGHTER	FT	6/16/97	90,932	82,758	Top Pay	16,133	F	76					300		54,753		1,200		155,220
CRAMER	FIREFIGHTER	FT	10/5/98	100,100	82,758	Top Pay	6,077	S	76					300		54,753		1,200		145,164
BENSFIELD	FIREFIGHTER	FT	11/5/02	91,893	88,400	Top Pay	6,077	S	76					300		58,485		1,282		154,620
MCREYNOLDS	FIREFIGHTER	FT	1/10/05	94,719	82,758	Top Pay	16,133	F	76					300		54,753		1,200		155,220
CONRAD	FIREFIGHTER	FT	7/17/06	90,023	82,758	Top Pay	16,133	F	76					300		54,753		1,200		155,220
COX	FIREFIGHTER	FT	10/15/07	87,365	82,758	Top Pay	16,133	F	76					300		54,753		1,200		155,220
CRUDELE	FIREFIGHTER	FT	11/19/07	91,122	82,758	Top Pay	16,133	F	76					300		54,753		1,200		155,220
RATKOVICH	FIREFIGHTER	FT	12/17/07	87,744	82,758	Top Pay	6,077	S	76					300		54,753		1,200		145,164
JAEGER	FIREFIGHTER	FT	8/3/09	87,447	79,311	2,181	16,133	F	76					300		52,472		1,150		151,623
SELVIK	FIREFIGHTER	FT	8/3/09	85,989	79,311	2,181	16,133	F	76					300		52,472		1,150		151,623
BAUM	FIREFIGHTER	FT	10/14/10	74,874	74,074	2,037	16,133	F	76					300		49,007		1,074		142,701
VAN EVERY	FIREFIGHTER	FT	1/2/14	62,296	60,658	1,668	16,133	S	76					300		40,131		880		119,846
CAHILL	FIREFIGHTER	FT	8/4/14	66,034	58,218	1,601	6,077	S	76					300		38,517		844		105,633
SIRGEDAS	SECRETARY	PT	4/1/14	14,740	17,623	124	n/a		n/a					n/a		n/a		1,348		19,094

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PUBLIC WORKS	Position	Full-Time Part-Time	Date Employed	Actual FY 2014-15 Salary/OT	Salaries (3)		Benefits			Miscellaneous Compensation					Pensions				Total	
					Budgeted FY 2015-16 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstigt (8)	Other / Cell Phone (9)	Uniform Alwnc (10)	IMRF Pension (11)	Police/Fire Pension (12)	FICA / Medcre (13)	Exempt / Medicare Only (14)	ICMA RC (15)		
GILLINGHAM	DPW DIR	FT	10/20/08	136,638	132,083	3,632	16,133	F	76	350	THV		Y		16,510		10,104			178,889
BOJOVIC	ASST DPW DIR	FT	06/08/87	111,797	109,902	3,022	16,133	F	76		THV				13,738		8,408			151,278
PENA	CREW LDR	FT	02/02/77	80,063	70,070	1,051	16,133	F	76					150	8,759		5,360			101,599
COLULA	GUW	FT	5/29/07	63,131	56,966	854	16,133	F	76					150	7,121		4,358			85,658
MORELLI	GUW	FT	04/18/90	69,382	64,168	1,604	16,133	F	76					150	8,021		4,909			95,061
ROBERSON	GUW	FT	07/06/98	74,361	64,168	1,604	16,133	F	76					150	8,021		4,909			95,061
TENUTO	GUW	FT	02/23/04	65,361	60,502	908	16,133	F	76					150	7,563		4,628			89,960
GIAMPIETRO	GUW	FT	10/17/05	61,059	57,044	856	16,133	F	76					150	7,131		4,364			85,753
MURRAY	GUW	FT	10/27/08	58,369	53,768	807	16,133	F	76					150	6,721		4,113			81,768
BRUTON	OFFICE MGR	FT	11/29/10	59,439	61,516	846	6,077	S	76					150	7,690		4,706			81,060
PROGRAM BUDGET	SUMMER HELP (2)	PT	n/a	10,595	9,860	n/a	n/a	n/a	n/a						n/a		754			10,614
DAVENPORT	FOREMAN	FT	4/18/90	103,510	87,447	2,405	16,133	F	76					150	10,931		6,690			123,831
LEZON	MECHANIC	FT	5/24/77	83,586	76,569	1,914	16,133	F	76					150	9,571		5,858			110,270
FARIAS	CREW LDR	FT	11/25/96	91,653	76,569	1,914	16,133	F	76					150	9,571		5,858			110,271
WACHTER	FORESTER	FT	5/6/98	82,544	76,569	1,914	6,077	S	76					150	9,571		5,858			100,215
WOODS	GUW	FT	8/7/98	70,475	64,178	1,604	n/a	F	76					150	8,022		4,910			78,940
ALMARAZ	GUW	FT	10/17/05	63,391	57,044	856	16,133	F	76					150	7,131		4,364			85,753
BECKTEL	GUW	FT	11/1/11	53,087	49,192	738	6,077	S	76					150	6,149		3,763			66,145
BURDA	GUW	FT	2/19/13	51,040	47,658	715	16,133	F	76					150	5,957		3,646			74,335
MILOVANOVIC	GUW	FT	3/31/14	49,032	46,254	694	n/a	F	76					150	5,782		3,538			56,494
SMITH	GUW	FT	10/6/14	27,652	45,032	675	n/a	F	76					150	5,629		3,445			55,007
VACANT	GUW	FT	n/a		45,032	675	16,133	F	76					150	5,629		3,445			71,140
VACANT	GUW	FT	n/a		n/a	n/a	n/a	n/a	n/a						n/a		n/a			n/a
BISSIAS	RECPTST	FT	11/9/98	51,493	51,006	1,382	n/a	-	76						6,376		3,902			62,742
PROGRAM BUDGET	SUMMER HELP (7)	PT	n/a	19,605	34,000	n/a	n/a	n/a	n/a						n/a		2,601			36,601
KRAMER	CREW LDR	FT	11/1/94	91,106	76,570	1,914	n/a	-	76					150	9,571		5,858			94,139
GOGIC	GUW	FT	1/10/00	70,581	64,168	1,604	16,133	F	76					150	8,021		4,909			95,061
				7,815,105	7,510,653	114,038	1,071,506	7,129	2,400	3,600	9,300	0	27,250	423,717	2,135,975	277,016	55,003	5,000		11,642,587

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Footnotes:

(1) Budgeted salary for non-union employees includes General Wage Adjustment effective May 1. Since 1994, annual increases have been tied to the tax cap/CPI. During this 18 year period, the average annual increase has been 2.5%. The general wage increase is intended to adjust salary ranges in order for the Village to remain competitive in attracting and retaining Village employees. Incumbent employees receive a general wage adjustment so that their relative placement within the salary range remains the same. This is deliberate so as to avoid having newly-hired employees "leap-frog" incumbents.

To remain competitive with the marketplace, salary ranges are generally established as follows: minimum salary = 50th percentile and maximum salary = 65th percentile of comparable classifications. To maintain the system, salary ranges are generally reviewed every three years and benchmarked against comparable jurisdictions. The last time salary ranges needed to be indexed was in 2006.

Annual wage increases for unionized employees are negotiated. Those increases, however, are generally consistent with meeting the Village's overall goals of administering a personnel and compensation system that is fair and reasonable as described above.

Pursuant to Village policy, non-union employees will receive a 1.5% general wage adjustment effective May 1, 2015. The contractual annual wage adjustments for the Police, Fire, Public Works and Telecommunicators unions are 2.25%, 2.25%, 2% and 1.5% respectively, effective May 1, 2015.

(2) All Village employees have their performance reviewed on an annual basis to provide appropriate feedback and to reinforce the value of individual contributions towards meeting departmental and Village goals. Job enrichment, personal growth and professional development are also stressed for purposes of maintaining a motivated workforce and succession planning.

Non-Union employees are eligible for merit pay as part of their performance evaluation. Merit performance is rated from 0-4% as provided in the merit pay system policy. This wage increase is what allows for non-union employees to progress through the salary range. Budgeted merit pay for non-union employees is based on a performance evaluation average of 2.75%. Employees at top pay receive merit pay in the form of a bonus; it is not added to base wages. It takes non-union employees approximately between 10-15 years to reach top pay.

Union employees progress through their respective salary ranges in the form of a step increase per their collective bargaining agreements (CBA). While steps are based on years of service, union employees must satisfactorily meet performance objectives in order to receive a step increase (pass/fail). A step increase under the Fire CBA is 5.5%. A step increase under the Public Works CBA is 3.0%. A step increase under the (expired) Police CBA is 6.1%. While union employees may reach the maximum salary for their position classification faster than non-union employees, they do not receive bonuses. A first contract for Telecommunicators is currently being negotiated.

(3) Overtime is not included on an individual basis as it is a function of operational necessity and has no relationship to the individual for purposes of budget preparation. That being said, overtime is budgeted annually per Department and is closely scrutinized down to each pay period to evaluate financial and operational trends. The Village offers employees the opportunity to elect compensatory time in lieu of overtime. The benefit of compensatory time is that it is intended to reduce the Village's financial obligation by converting it into an opportunity cost that is managed by effective scheduling. Compensatory time is also scrutinized closely as it can accumulate at higher hourly rates over time and if not used prior to retirement / separation it can return as a financial obligation to be paid out at the employee's final rate of pay.

(4) Reflects annual Village cost for single or family HMO plan. Effective May 1, 2012, The employee contribution towards group health insurance will increase from 10% to 12% of premiums. Vision is a limited benefit as part of health Insurance. Dental is a separate plan benefit and is paid 100% by the employee. Some employees are not eligible for health insurance and or have declined coverage.

(5) Reflects annual Village cost - employees pay 1/3 of the premium for \$50,000 life insurance policy.

(6) Reflects annual stipend for supplemental group life insurance benefit provided to Village Manager, Assistant Village Manager and Department Heads.

(7) Reflects Car Allowance for Village Manager per employment agreement. Certain employees receive a take home vehicle (THV) to be used to respond to emergencies.

(8) Reflects annual stipend for Police Officers serving in the capacity of Squad Leader or Investigator per CBA.

(9) Reflects those employees who receive a cell phone stipend or are issued a cell phone. Village Manager, Finance Director, Police Chief, Fire Chief, and Director of Public Works are either issued phones or reimbursed for cell phone expenses. Assistant Village Manager, Director of Community Development and Inspectional Staff receive annual stipends ranging from \$100 - \$120. These Village officials/employees are required to have a cell phone with them at all times for Village business.

(10) Reflects annual Uniform Allowance for Police, Fire and Public Works employees as provided through their CBA or by policy if non-union.

(11) Reflects the Village portion of the annual IMRF pension allocation based on 13% employer contribution rate which is determined by IMRF per statutory requirements. Employees contribute 4.5% annually to their IMRF pension as determined by statute. The actual pension at the time of retirement is based on applicable statutory provisions.

(12) Police and Fire pension employer contributions based on percentage of payroll, pursuant to actuarial valuations as dictated by statute at 46.88% and 66.16%, respectively. Employees contribute 9.45% annually in the Fire Department and 9.91% annually in the Police Department towards their respective pensions as determined by statute. The actual pension at the time of retirement is based on applicable statutory provisions.

(13) Reflects Village portion of FICA and Medicare taxes as required by the Federal Government.

(14) Reflects Village portion of Medicare taxes as required by the Federal Government for Police and Fire employees. Police and Fire employees are not eligible for social security. Police and Fire employees hired prior to 1986 are neither eligible for social security nor Medicare.

(15) Reflects Village Manager stipend per employment agreement for 457 supplemental retirement savings plan.

(16) No category is provided for Disability because it is provided as a part of various pension plans.

(17) No category is provided for Loans as this is not a benefit that the Village provides.

(18) No category is provided for Housing Allowance as this is not a benefit that the Village provides.