



Village of La Grange - FY 2016-17 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 2016-17 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstiat (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	Chief	FT	10/2/89	128,717	125,632	1,727	6,287	S	76					600		48,293		1,822		184,437
PETERS	Deputy Chief	FT	10/9/95	104,119	111,826	1,538	16,698	F	76					600		42,986		1,621		175,345
CIMBALISTA	SGT	FT	6/22/90	118,719	97,995	2,695	16,698	F	76					600		37,669		1,421		157,154
BERG	SGT/K-9	FT	10/2/89	118,476	97,995	2,695	16,698	F	76			1,800		600		37,669		1,421		158,954
ODOM	SGT	FT	10/3/97	100,497	97,995	2,695	16,698	F	76					600		37,669		1,421		157,154
ROHLICEK	SGT	FT	1/4/93	108,395	97,031	2,668	16,698	F	76			1,500		600		37,299		1,407		157,279
LJUBENKO	SGT	FT	8/2/99	105,260	97,031	2,668	6,289	S	76			1,500		600		37,299		1,407		146,870
WARDLAW	SGT	FT	1/10/01	110,865	97,031	2,668	n/a	-	76			1,500		600		37,299		1,407		140,581
HERRERA	PATROL	FT	7/10/00	97,027	90,367	(1)	n/a	-	76					600		34,737		1,310		127,090
BURRELL	PATROL	FT	1/8/01	88,791	90,367	(1)	n/a	-	76					600		34,737		1,310		127,090
MONCIVAIS	PATROL	FT	5/29/01	96,475	90,367	(1)	6,287	S	76					600		34,737		1,310		133,377
FULLA	PATROL/INV	FT	10/8/01	114,832	90,367	(1)	16,698	F	76			1,500		700		34,737		1,310		145,388
ROGERS	PATROL	FT	7/5/04	100,137	90,367	(1)	6,287	S	76					600		34,737		1,310		133,377
UHER	PATROL/INV	FT	7/5/04	99,270	90,367	(1)	6,287	S	76			1,500		600		34,737		1,310		134,877
WOLF	PATROL	FT	9/22/08	101,651	90,367	(1)	6,287	S	76					600		34,737		1,310		133,377
COMSTOCK	PATROL	FT	8/4/12	80,845	75,608	2,306	16,698	F	76					600		29,064		1,096		125,448
ANDRIES	PATROL	FT	9/10/12	77,446	75,608	2,306	6,287	S	76					600		29,064		1,096		115,037
A.COLEMAN	PATROL	FT	9/23/13	82,213	73,938	2,255	6,287	S	76					600		28,422		1,072		112,650
IRIZARRY	PATROL	FT	9/23/13	74,004	73,938	2,255	6,287	S	76					600		28,422		1,072		112,650
MCDERMOTT	PATROL	FT	3/24/14	74,937	71,266	2,174	6,287	S	76					600		27,395		1,033		108,830
WESSENDORF	PATROL	FT	3/24/14	68,909	71,266	2,174	16,698	F	76					600		27,395		1,033		119,241
KANG	PATROL	FT	8/18/14	76,808	69,984	2,135	6,287	S	76					600		26,902		1,015		106,998
HON	PATROL	FT	10/6/14	67,260	69,199	2,111	n/a	-	76					600		26,600		1,003		99,589
NEMECEK	PATROL	FT	6/22/15	55,675	63,284	1,930	6,287	S	76					600		24,326		918		97,421
HEREDIA	PATROL	FT	6/22/15	46,365	63,284	1,930	6,287	S	76					600		24,326		918		97,421
VACANT	PATROL	FT	n/a	37,925	63,284	1,930	16,698	F	76					600		24,326		918		107,832
VACANT	PATROL	FT	n/a	37,925	63,284	1,930	16,698	F	76					600		24,326		918		107,832
VACANT	PATROL	FT	n/a	37,925	63,284	1,930	16,698	F	76					600		24,326		918		107,832
COLEMAN	SECRETARY	FT	6/7/04	56,197	55,265	1,520	n/a	-	76					300	6,908		4,228			68,297
SEYMOUR	COM OP/DIPATCH	FT	12/21/92	65,426	64,562	n/a	6,287	S	76					300	8,070		4,939			84,234
BISEK	COM OP/DIPATCH	FT	3/13/99	63,296	64,562	n/a	16,698	F	76					300	8,070		4,939			94,645
DONOVAN	COM OP/DIPATCH	FT	11/25/02	63,501	64,562	n/a	16,698	F	76					300	8,070		4,939			94,645
MESICH	COM OP/DIPATCH	FT	5/1/08	56,335	59,220	888	16,698	F	76					300	7,403		4,530			89,115
DRAKE	COM OP/DIPATCH	FT	1/14/13	52,391	52,275	784	6,287	S	76					300	6,534		3,999			70,255
MC LAUGHLIN	COM OP/DIPATCH	FT	8/13/15	31,942	48,048	721	n/a	-	76					300	6,006		3,676			58,826
PROGRAM BUDGET	COM OP/DIPATCH	PT-20 hr/wk	n/a	15,402	18,967	n/a	n/a	n/a	n/a							n/a		1,451		20,418
PROGRAM BUDGET	CRSSNG GUARDS	PT-varies	n/a	74,772	85,713	n/a	n/a	n/a	n/a							n/a		6,557		92,270
PROGRAM BUDGET	POLICE OFFICER	PT-45 hr/wk	n/a	27,643	51,480	n/a	n/a	n/a	n/a							n/a		3,938		55,418
HANNON	PEO	FT	5/10/2004	54,736	53,308	1,466	6,287	S	76						6,664		4,078			71,878
KOTRBA	PEO	FT	3/3/2008	49,065	50,050	688	6,287	S	76						6,256		3,829			67,186
LIEPE	PARKING CLK	FT	2/1/2005	56,745	55,265	1,520	16,698	F	76						6,908		4,228			84,695
ZICKUS, A	PEO/RECORDS	PT-30 hr/wk	3/28/2005	28,543	27,754	916	n/a	n/a	n/a						3,469		2,123			34,262

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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 2016-17 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstiat (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	122,166	118,792	3,267	16,698	F	76					300		58,659		1,722		199,515
RAPP	CAPT	FT	8/12/92	108,253	104,018	2,861	16,698	F	76					300		51,364		1,508		176,825
VACANT	CAPT	FT	n/a		n/a		n/a		n/a							n/a		n/a		n/a
BERGHAUS	LIEUT	FT	7/29/96	105,695	100,061	Top Pay	16,698	F	76					300		49,410		1,451		167,996
SIBLE	LIEUT	FT	10/26/92	110,203	100,061	Top Pay	16,698	F	76					300		49,410		1,451		167,996
BEHLAND	LIEUT	FT	12/15/97	96,551	95,296	Top Pay	16,698	F	76					300		47,057		1,382		160,809
KALLAL	FIREFIGHTER	FT	6/24/96	97,478	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
MARTINAITIS	FIREFIGHTER	FT	6/16/97	87,861	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
CRAMER	FIREFIGHTER	FT	10/5/98	104,019	88,868	Top Pay	6,287	S	76					300		43,883		1,289		140,702
BENSFIELD	FIREFIGHTER	FT	11/5/02	94,113	92,066	Top Pay	6,287	S	76					300		45,462		1,335		145,526
MCREYNOLDS	FIREFIGHTER	FT	1/10/05	99,160	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
CONRAD	FIREFIGHTER	FT	7/17/06	90,807	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
COX	FIREFIGHTER	FT	10/15/07	86,935	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
CRUDELE	FIREFIGHTER	FT	11/19/07	85,745	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
RATKOVICH	FIREFIGHTER	FT	12/17/07	93,213	84,626	Top Pay	6,287	S	76					300		41,788		1,227		134,304
JAEGER	FIREFIGHTER	FT	8/3/09	94,217	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
SELVIK	FIREFIGHTER	FT	8/3/09	87,962	84,626	Top Pay	16,698	F	76					300		41,788		1,227		144,715
BAUM	FIREFIGHTER	FT	10/14/10	82,286	79,898	2,197	16,698	F	76					300		39,454		1,159		139,781
VAN EVERY	FIREFIGHTER	FT	1/2/14	68,252	66,274	1,823	16,698	S	76					300		32,726		961		118,857
VACANT	FIREFIGHTER	FT	n/a	66,034	60,398	n/a	16,698	S	76					300		29,825		876		108,172
SIRGEDAS	SECRETARY	PT	4/1/14	15,504	18,230	124	n/a		n/a					n/a		n/a		1,395		19,748

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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 2016-17 Salary (1)	Merit / Step (2)	Health Ins (4)	Life Ins (5)	VM/DH Ins Stipend (6)	Car Alwnc (7)	Sqd Leadr/ Invstiat (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	138,687	132,940	3,861	16,698	F	76	350	THV		Y		16,618		10,170			180,712
BOJOVIC	ASST DPW DIR	FT	06/08/87	113,474	110,782	3,046	16,698	F	76		THV			150	13,848		8,475			152,924
PENA	CREW LDR	FT	02/02/77	76,252	70,070	1,051	16,698	F	76					150	8,759		5,360			102,164
COLULA	GUW	FT	5/29/07	65,579	56,966	854	16,698	F	76					150	7,121		4,358			86,223
ROBERSON	GUW	FT	07/06/98	71,499	64,194	1,653	16,698	F	76					150	8,024		4,911			95,706
TENUTO	GUW	FT	02/23/04	67,901	60,502	908	16,698	F	76					150	7,563		4,628			90,525
GIAMPIETRO	GUW	FT	10/17/05	61,580	57,044	856	16,698	F	76					150	7,131		4,364			86,318
MURRAY	GUW	FT	10/27/08	59,553	53,742	806	16,698	F	76					150	6,718		4,111			82,301
VACANT	GUW	FT	n/a		45,422	681	16,698	F	76					150	5,678		3,475			72,180
BRUTON	OFFICE MGR	FT	11/29/10	62,590	64,168	882	6,287	S	76					150	8,021		4,909			84,493
PROGRAM BUDGET	SUMMER HELP (2)	PT	n/a	10,595	10,360	n/a	n/a		n/a						n/a		793			11,153
DAVENPORT	FOREMAN	FT	4/18/90	99,122	88,146	2,424	16,698	F	76					150	11,018		6,743			125,255
LEZON	MECHANIC	FT	5/24/77	83,075	76,570	1,914	16,698	F	76					150	9,571		5,858			110,837
FARIAS	CREW LDR	FT	11/25/96	86,539	76,570	1,914	16,698	F	76					150	9,571		5,858			110,837
WACHTER	FORESTER	FT	5/6/98	81,767	76,570	1,914	6,287	S	76					150	9,571		5,858			100,426
WOODS	GUW	FT	8/7/98	68,873	64,194	1,605	n/a	F	76					150	8,024		4,911			78,960
ALMARAZ	GUW	FT	10/17/05	61,372	57,044	856	16,698	F	76					150	7,131		4,364			86,318
BECKTEL	GUW	FT	11/1/11	54,047	52,182	783	6,287	S	76					150	6,523		3,992			69,992
BURDA	GUW	FT	2/19/13	50,458	47,762	716	16,698	F	76					150	5,970		3,654			75,026
MILOVANOVIC	GUW	FT	3/31/14	47,778	46,358	695	n/a	F	76					150	5,795		3,546			56,620
SMITH	GUW	FT	10/6/14	48,555	45,006	675	n/a	F	76					150	5,626		3,443			54,976
LEISZ	GUW	FT	4/20/15	45,364	45,006	n/a	16,698	F	76					150	5,626		3,443			70,999
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	52,265	51,399	1,413	n/a	-	76						6,425		3,932			63,245
PROGRAM BUDGET	SUMMER HELP (7)	PT	n/a	19,605	29,000	n/a	n/a		n/a						n/a		2,219			31,219
KRAMER	CREW LDR	FT	11/1/94	89,204	76,570	1,914	n/a	-	76					150	9,571		5,858			94,139
GOGIC	GUW	FT	1/10/00	70,852	64,194	1,605	16,698	F	76					150	8,024		4,911			95,658
				<b>7,703,651</b>	<b>7,610,157</b>	<b>126,509</b>	<b>1,098,552</b>	<b>7,205</b>	<b>2,400</b>	<b>3,600</b>	<b>9,300</b>	<b>0</b>	<b>27,850</b>	<b>420,287</b>	<b>1,727,582</b>	<b>274,670</b>	<b>58,286</b>	<b>5,000</b>		<b>11,371,398</b>

**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 0.8% general wage adjustment effective May 1, 2016. The contractual annual wage adjustments for the Police, Fire, and Telecommunicators unions are 2.25%, 2.25%, and 2.0% respectively effective May 1, 2016. Public works salaries are current as of the expired union contract which ended April 30, 2016. Negotiations are on-going for a successor collective bargaining agreement CBA with the Public Works union.

(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 12.5% 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 38.44% and 49.38%; 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.