

Village of La Grange - FY 2019-20 Budget
Summary of Employee Compensation & Benefits

				Actual	Salaries (3)		Benefits		Miscellaneous Compensation					Pensions				Total	
					Full-Time	Date	FY 2018-19	Budgeted	Merit /	Health	Life	Life Ins	Car	Sqd Leadr/	Cell	Uniform	IMRF		Police/Fire
<u>ADMINISTRATION</u>	<u>Position</u>	<u>Part-Time</u>	<u>Employed</u>	<u>Salary/OT</u>	<u>FY 2019-20</u>	<u>Step (2)</u>	<u>Ins (4)</u>	<u>Ins (5)</u>	<u>Stipend (6)</u>	<u>Alwnc (7)</u>	<u>Invstigt (8)</u>	<u>Phone (9)</u>	<u>Alwnc (10)</u>	<u>Pension (11)</u>	<u>Pension (12)</u>	<u>Medcre (13)</u>	<u>Only (14)</u>	<u>RC (15)</u>	
PETERSON*	MANAGER	FT	8/7/06	167,455	166,400	2,288	n/a	-	48	1,000	4,200	Y		16,640				5,000	208,305
VACANT	ASST. MGR	FT	n/a	-	112,320	1,544	18,102	F	48	350		Y		11,232					152,188
RUSH	EXEC. ASST	FT	4/2/18	52,310	53,638	738	6,834	F	48					5,364					70,724
NOREIKUS	MGMT INTERN	FT	1/11/19	4,681	49,400	679	18,102	F	48					4,940					76,948
<u>FINANCE</u>																			
CIPPARRONE	DIRECTOR	FT	11/22/93	127,703	125,743	3,385	18,102	F	48	350		Y		12,574					169,821
MUNIZZA	ASST DIR.	FT	12/9/96	93,677	83,454	2,246	18,102	F	48					8,345					118,579
ARQUILLA	P/R,WTR	FT	9/25/06	60,828	63,284	870	18,102	F	48					6,328					93,473
CZARNIK	A/P CLK	FT	4/16/18	46,519	47,086	647	18,102	F	48					4,709					74,194
SHALABY	ACCT CLK	PT-28hr/wk	6/25/18	20,331	26,305	362	n/a	n/a						2,630					31,309
<u>COMMUNITY DEVELOPMENT</u>																			
JONES	BLDG DIR	FT	8/22/16	125,665	124,436	1,711	18,102	F	48	350	THV	Y		12,444					166,609
GONZALEZ	ADM ASST	FT	1/1/99	58,482	58,046	1,563	18,102	F	48					5,805					88,004
VALONE	PLANNER	FT	9/11/17	71,790	74,282	1,021	18,102	F	48					7,428					106,564
TRUSNER	CODE ENF	FT	3/1/05	77,937	78,780	2,167	18,102	F	48			Y		7,878					113,001
DE LILLO	BLDG OFFICIAL	FT	4/8/19	3,462	91,624	1,260	18,102	F	48					9,162					127,205
PAVER	BLDG CLERK	PT-22.5hr/wk	2/9/15	25,827	24,476	337	n/a	n/a						2,448					29,133
VACANT	BLDG CLERK	PT-15 hr/wk	n/a	-	14,929	205	n/a	n/a						n/a					16,277

* In compliance with Section 7.3 of the Illinois Open Meetings Act, 5 ILCS 120/7.3, the Village of La Grange is hereby making available at its principal office at 53 S. La Grange Road, La Grange, Illinois, a total compensation package that is equal to or in excess of \$150,000 per year that will be considered for approval on Monday, July 10, 2017.

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POLICE	Position	Full-Time Part-Time	Date Employed	Actual FY 2018-19 Salary/OT	Salaries (3)		Benefits		Miscellaneous Compensation					Pensions				Total	
					Budgeted FY 2019-20 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)
BLUDER	Chief	FT	1/8/18	135,219	140,608	1,933	18,102	F	48				600		90,102		2,039		253,431
PETERS	Deputy Chief	FT	10/9/95	119,682	120,276	2,679	18,102	F	48				600		77,073		1,744		220,521
CIMBALISTA	SGT	FT	6/22/90	127,845	106,210	2,921	18,102	F	48				600		68,059		1,540		197,480
BERG	SGT/K-9	FT	10/2/89	117,082	106,210	2,921	18,102	F	48				600		68,059		1,540		197,480
ODOM	SGT	FT	10/3/97	105,278	106,210	2,921	18,102	F	48				600		68,059		1,540		197,480
ROHLICEK	SGT	FT	1/4/93	115,611	106,210	2,921	18,102	F	48				600		68,059		1,540		197,480
LJUBENKO	SGT	FT	8/2/99	115,954	106,210	2,921	6,834	S	48				600		68,059		1,540		186,212
WARDLAW	SGT	FT	1/10/01	117,434	106,210	2,921	n/a	-	48				600		68,059		1,540		179,378
HERRERA	PATROL	FT	7/10/00	110,262	96,605	(1)	n/a	-	48		1,500		600		61,904		1,401		162,058
BURRELL	PATROL	FT	1/8/01	97,403	96,605	(1)	n/a	-	48				600		61,904		1,401		160,558
MONCIVAIS	PATROL	FT	5/29/01	98,331	96,605	(1)	6,834	S	48				600		61,904		1,401		167,392
FULLA	PATROL	FT	10/8/01	129,390	96,605	(1)	18,102	F	48		1,500		700		61,904		1,401		180,260
ROGERS	PATROL	FT	7/5/04	89,568	96,605	(1)	6,834	S	48				600		61,904		1,401		167,392
UHER	PATROL	FT	7/5/04	106,285	96,605	(1)	18,102	F	48		1,500		600		61,904		1,401		180,160
WOLF	PATROL	FT	9/22/08	108,023	96,605	(1)	6,834	S	48				600		61,904		1,401		167,392
COMSTOCK	PATROL	FT	8/4/12	101,461	96,605	2,946	18,102	F	48				600		61,904		1,401		181,606
ANDRIES	PATROL	FT	9/10/12	97,073	96,605	2,946	18,102	F	48				600		61,904		1,401		181,606
A.COLEMAN	PATROL	FT	9/23/13	108,309	91,632	2,795	6,834	S	48		1,500		600		58,718		1,329		163,455
IRIZARRY	PATROL	FT	9/23/13	89,996	91,632	2,795	6,834	S	48				600		58,718		1,329		161,955
MCDERMOTT	PATROL	FT	3/24/14	93,180	88,724	2,706	6,834	S	48				600		56,854		1,286		157,052
KANG	PATROL	FT	8/18/14	97,881	86,648	2,643	6,834	S	48		1,500		600		55,524		1,256		155,053
NEMECEK	PATROL	FT	6/22/15	90,660	82,368	2,512	6,834	S	48				600		52,781		1,194		146,337
FALLS	PATROL	FT	6/22/15	88,245	80,133	2,444	6,834	S	48				600		51,349		1,162		142,570
NIEWOLD	PATROL	FT	3/28/16	85,241	78,883	2,406	18,102	F	48				600		50,548		1,144		151,730
KAISER	PATROL	FT	6/27/16	82,060	77,680	2,369	6,834	S	48				600		49,777		1,126		138,434
CASSIBERRY	PATROL	FT	6/27/16	78,181	77,605	2,367	18,102	F	48				600		49,729		1,125		149,576
PIRAINO	PATROL	FT	7/24/17	72,685	73,286	2,235	6,834	S	48				600		46,962		1,063		131,027
VACANT	PATROL	FT	n/a	0	69,786	2,128	18,102	F	48				600		44,719		1,012		136,395
COLEMAN	SECRETARY	FT	6/7/04	58,382	58,014	1,595	n/a	-	48				300	5,801		4,438			70,196
PROGRAM BUDGET	POLICE OFFICER	PT-45 hr/wk	n/a	41,929	52,767	n/a	n/a		n/a					n/a		4,037			56,804
HANNON	PEO	FT	5/10/2004	57,930	55,959	1,539	6,834	S	48					5,596		4,281			74,256
KOTRBA	PEO	FT	3/3/2008	57,928	55,959	1,539	6,834	S	48					5,596		4,281			74,256
LIEPE	PARKING CLK	FT	2/1/2005	67,454	58,014	1,595	18,102	F	48					5,801		4,438			87,998
VACANT	PEO/RECORDS	PT-25 hr/wk	n/a	n/a	28,600	944	n/a		n/a					2,860		2,188			34,592

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FIRE	Position	Full-Time Part-Time	Date Employed	Actual FY 2018-19 Salary/OT	Salaries (3)		Benefits		Miscellaneous Compensation					Pensions				Total		
					Budgeted FY 2019-20 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	125,189	124,701	3,429	18,102	F	48					300		91,069		1,808		239,457
RAPP	CAPT	FT	8/12/92	116,916	109,163	3,033	18,102	F	48					300		79,722		1,583		211,950
SIBLE	LIEUT	FT	10/26/92	114,071	106,942	Top Pay	18,102	F	48					300		78,100		1,551		205,042
BEHLAND	LIEUT	FT	12/15/97	108,806	106,942	Top Pay	18,102	F	48					300		78,100		1,551		205,042
KALLAL	FIREFIGHTER	FT	6/24/96	108,513	101,874	Top Pay	18,102	F	48					300		74,399		1,477		196,199
CRAMER	FIREFIGHTER	FT	10/5/98	110,942	101,874	Top Pay	6,834	S	48					300		74,399		1,477		184,931
BENSFIELD	FIREFIGHTER	FT	11/5/02	110,562	101,874	Top Pay	6,834	S	48					300		74,399		1,477		184,931
MARTINAITIS	FIREFIGHTER	FT	6/16/97	94,342	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
MCREYNOLDS	FIREFIGHTER	FT	1/10/05	110,575	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
CONRAD	FIREFIGHTER	FT	7/17/06	97,088	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
COX	FIREFIGHTER	FT	10/15/07	94,026	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
CRUDELE	FIREFIGHTER	FT	11/19/07	94,838	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
RATKOVICH	FIREFIGHTER	FT	12/17/07	92,804	90,469	Top Pay	6,834	S	48					300		66,070		1,312		165,032
JAEGER	FIREFIGHTER	FT	8/3/09	99,328	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
SELVIK	FIREFIGHTER	FT	8/3/09	102,611	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
BAUM	FIREFIGHTER	FT	10/14/10	93,989	90,469	Top Pay	18,102	F	48					300		66,070		1,312		176,300
VAN EVERY	FIREFIGHTER	FT	1/2/14	85,012	83,200	2,288	18,102	F	48					300		60,761		1,206		165,905
POULOS	FIREFIGHTER	FT	1/5/15	93,209	78,858	2,169	6,834	S	48					300		57,590		1,143		146,942
BARAJAS	FIREFIGHTER	FT	3/4/16	85,914	74,750	2,056	18,102	F	48					300		54,590		1,084		150,929
DE FARNO	ADM. ASST	PT	11/5/18	8,391	18,910	247	n/a		n/a					n/a		n/a		1,447		20,604

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PUBLIC WORKS	Position	Full-Time Part-Time	Date Employed	Actual FY 2018-19 Salary/OT	Salaries (3)		Benefits			Miscellaneous Compensation					Pensions				Total	
					Budgeted FY 2019-20 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	142,021	139,762	3,843	18,102	F	48	350	THV		Y		13,976		10,692			186,773
BOJOVIC	ASST DPW DIR	FT	06/08/87	117,886	116,291	3,198	18,102	F	48		THV				11,629		8,896			158,164
PENA	CREW LDR	FT	02/02/77	99,396	83,465	1,271	18,102	F	48			150			8,346		6,385			117,767
COLULA	GUW	FT	5/29/07	92,028	79,699	1,195	18,102	F	48			150			7,970		6,097			113,260
ROBERSON	GUW	FT	07/06/98	85,150	68,970	1,724	18,102	F	48			150			6,897		5,276			101,167
WIELEBNICKI	GUW	FT	01/07/19	16,789	48,389	726	6,834	F	48			150			4,839		3,702			64,687
GIAMPIETRO	GUW	FT	10/17/05	77,488	68,970	1,724	18,102	F	48			150			6,897		5,276			101,167
MILANOVIC	GUW	FT	11/07/18	25,390	48,389	726	18,102	F	48			150			4,839		3,702			75,955
BROWN	GUW	FT	03/14/16	55,397	52,853	793	18,102	S	48			150			5,285		4,043			81,274
BRUTON	OFFICE MGR	FT	11/29/10	70,402	69,282	953	6,834	S	48			150			6,928		5,300			89,495
PROGRAM BUDGET	SUMMER HELP (2)	PT	n/a	20,129	12,100	n/a	n/a		n/a						n/a		926			13,026
DAVENPORT	FOREMAN	FT	4/18/90	109,540	92,530	2,545	18,102	F	48			150			9,253		7,079			129,706
FARIAS	CREW LDR	FT	11/25/96	99,114	82,268	2,057	18,102	F	48			150			8,227		6,294			117,145
TENUTO	MECHANIC	FT	02/23/04	82,339	73,082	1,096	18,102	F	48			150			7,308		5,591			105,376
VACANT	FORESTER	FT	n/a	0	28,972	1,035	6,834	F	48			150			2,897		2,216			42,152
ALMARAZ	GUW	FT	10/17/05	80,021	69,656	1,035	18,102	F	48			150			6,966		5,329			101,285
BECKTEL	GUW	FT	11/1/11	65,584	59,483	892	6,834	S	48			150			5,948		4,550			77,905
BURDA	GUW	FT	2/19/13	65,431	57,291	866	18,102	F	48			150			5,729		4,383			86,568
BOYD	GUW	FT	4/3/17	56,635	49,924	749	18,102	F	48			150			4,992		3,819			77,784
VACANT	GUW	FT	n/a	0	48,389	726	18,102	F	48			150			4,839		3,702			75,955
VACANT	GUW	FT	n/a	0	48,389	726	18,102	F	48			150			4,839		3,702			75,955
VACANT	GUW	FT	n/a	0	48,389	726	18,102	F	48			150			4,839		3,702			75,955
BISSIAS	RECPTST	FT	11/9/98	54,034	52,478	1,443	n/a	-	48						5,248		4,015			63,231
PROGRAM BUDGET	SUMMER HELP (7)	PT	n/a	16,444	34,650	n/a	n/a		n/a						n/a		2,651			37,301
KRAMER	CREW LDR	FT	11/1/94	95,291	82,268	2,057	n/a	-	48			150			8,227		6,294			99,043
GOGIC	GUW	FT	1/10/00	81,384	68,970	1,724	18,102	F	48			150			6,897		5,276			101,167
				7,553,648	7,677,702	130,717	1,207,098		4,182	2,400	4,200	7,500	0	26,050	307,398	3,026,104	245,361	64,820	5,000	12,708,532

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 2.1% general wage adjustment effective May 1, 2019. The contractual annual wage adjustments for the Police and Fire unions are 2.25% respectively effective May 1, 2019. The contractual wage adjustment for Public works salaries are 1.5% effective May 1, 2019.

(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 64.08% and 73.03%; 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.