



# Village of Orland Hills

## CONFIDENTIAL --- MEMORANDUM ---

**To: President Hastings  
Village Board, Clerk, Treasurer**

**Date: April 23, 2012**

**From: John A. Daly, Administrator**

**cc: Dept. Heads, Finance Dept.**

**Subject: Fiscal Year 2012-2013 Pay Plan / Salary Schedule**

Attached is the pay plan for the new fiscal year. Also attached is a salary schedule for the new fiscal year. The amounts contained therein, reflect actual Labor Agreement amounts for the Public Works and Clerical personnel and for the Police Labor Group. The Police labor agreement expired April 30, 2009. The PW/Clerical labor agreement expires April 30, 2012. Rates shown for both reflect no change, since negotiations are in-progress.

Non-union full time are listed with allocations representing two and seventy-five hundredths percent (2.75%) increment over last year's rates. Adjustments were made to assist with balancing the budget, where some salaries were frozen.

Part-Time hourly rates are unchanged from last year. Part-Time summer laborers will be evaluated after working a couple of weeks to determine if any would qualify for leadership and/or maintenance efforts and would be adjusted accordingly, as needed to augment the Public Works efforts.

An additional sheet is shown as the final sheet of this package. This will be posted on the website as required by new state law. Until the final budget is approved, please be poised to address reductions in force. This means that some personnel shown on the attached salary schedule sheets, may be eliminated.

After exhausting possible labor contract concessions, it is necessary to institute a Reduction In Force in the Police Department. This will be in addition to the elimination of the Sunday operations at the Community Center, and the reassignment of one Facility Supervisor to afternoon shift to accommodated additional reductions in expense. If you have any questions please contact me.

Thanks - JAD



# Village of Orland Hills

23-Apr-2012

## 2012-2013 DRAFT - Pay Plan

(DJIPAYPLAN-2012-2013.xls)

103.00% Step Change

Code	Position	Rate I 0-1 yrs.	Rate II 1-2 yrs.	Rate III 2-3 yrs.	Rate IV 3-5 yrs.	Rate V 5-7 yrs.	Rate VI 7-10 yrs.	Rate VII 10+ yrs.		
	<b>Teamsters # 700</b>	100.00%	(Contract negotiations underway)							
61 C	Administrative Asst. II	46,930	48,338	49,788	51,282	52,820	54,405	56,037	8	
61 D	Administrative Asst. I	39,109	40,282	41,490	42,735	44,017	45,338	46,698	9	
61 E	Clerical II	32,743	33,725	34,737	35,779	36,852	37,958	39,097	10	
61 F	Clerical I	31,831	32,786	33,770	34,783	35,826	36,901	38,008	11	
64 B	Maintenance Worker II	46,930	48,338	49,788	51,282	52,820	54,405	56,037	12	
64 C	Maintenance Worker I	39,290	40,469	41,683	42,933	44,221	45,548	46,914	13	
									14	
	<b>MAP</b>	100.00%	(Contract negotiations underway)							15
		<b>0-6 mth</b>	<b>7-12 mth</b>	<b>13-18 mth</b>	<b>19-36 mth</b>	<b>37-60 mth</b>	<b>5+ yrs</b>		16	
62 H	Sergeant	62,080	62,801	63,523	64,967	68,831			17	
62 I	Officer	44,189	46,633	48,117	50,959	54,009	60,643		18	
									19	
									20	
		<b>0-1 yrs.</b>	<b>1-2 yrs.</b>	<b>2-3 yrs.</b>	<b>3-5 yrs.</b>	<b>5-7 yrs.</b>	<b>7-10 yrs.</b>	<b>10+ yrs.</b>	21	
	<b>Exempt / Non-Union</b>	102.75%							22	
61 A	Administrator	145,000		n/c					23	
61 B	Administrative Asst. III	60,120		n/c					24	
61 M	Asst. Administrator	61,000							25	
61 S	Executive Secretary	55,000		n/c					26	
62 A	Police Chief	103,855		*					27	
62 C	PD Administrator/D.C.	90,100							28	
62 G	Crossing Guards	10.50	( / X-ING)						29	
62 J	Part-Time Officer	14.25	14.68	15.12	15.57	16.04	16.52	17.02	30	
62 M	Part-Time Clerical	8.25	8.50	8.75	9.01	9.29	9.56	9.85	31	
62 S	P-T Comm. Service Off.	8.50	8.75	9.00	9.25	9.50	9.75	10.00	32	
63 A	Building Commissioner	93,360		n/c					33	
									34	
64 A	Public Works Director	61,152		n/c					35	
64 D	Assistant P.W. Director	77,079		*					36	
64 L	Part-Time Laborer	8.25	8.50	8.75	9.01	9.29			37	
64 S	Part-Time MW	10.25	10.56	10.87	11.20				38	
64 M	Mechanic/Snow Plow	15.00	15.45	15.91	16.39	16.88			39	
64 P	PT-Carp/Plumb/Elect	21.58	22.23	22.89	23.58	24.29			40	
65 A	Recreation Director	84,809							41	
65 E	Assistant Director	45,185							42	
65 C	Rec. Assistant II (PT)	9.33	9.61	9.90	10.20	10.50			43	
65 D	Rec. Assistant I (PT)	8.30	8.55	8.81	9.07	9.34			44	
65 B	Munch/Day Camp Sprv.	8.75	9.01	9.28					45	
65 F	Facility Supervisor	34,480	35,859	37,652	39,911	42,505	45,480		46	
67 A	ESDA Director (PT)	15.00	15.45	15.91	16.39	16.88	17.39	17.91	47	
70 A	Special Xport. Suprv.	44,183	45,508						48	
70 B	Spcl. Xport. FT-Driver	12.50							49	
70 C	Spcl. Xport. PT-Driver	11.25							50	
A	B	C	D	E	F	G	H	I		

# Village of Orland Hills

23-Apr-2012

2012-2013 DRAFT - Pay Plan

(Unit Rates)

1,664

2,080

Code	Position	Rate I 0-1 yrs.	Rate II 1-2 yrs.	Rate III 2-3 yrs.	Rate IV 3-5 yrs.	Rate V 5-7 yrs.	Rate VI 7-10 yrs.	Rate VII 10+ yrs.
	<b>Teamsters # 700</b>							
61 C	Administrative Asst. II	22.56	23.24	23.94	24.65	25.39	26.16	26.94
61 D	Administrative Asst. I	18.80	19.37	19.95	20.55	21.16	21.80	22.45
61 E	Clerical II	15.74	16.21	16.70	17.20	17.72	18.25	18.80
61 F	Clerical I	15.30	15.76	16.24	16.72	17.22	17.74	18.27
64 B	Maintenance Worker II	22.56	23.24	23.94	24.65	25.39	26.16	26.94
64 C	Maintenance Worker I	18.89	19.46	20.04	20.64	21.26	21.90	22.55
	<b>MAP</b>							
		<b>0-6 mth</b>	<b>7-12 mth</b>	<b>13-18 mth</b>	<b>19-36 mth</b>	<b>37-60 mth</b>	<b>5+ yrs</b>	
62 H	Sergeant	29.85	30.19	30.54	31.23	33.09		
62 I	Officer	21.24	22.42	23.13	24.50	25.97	29.16	
		<b>0-1 yrs.</b>	<b>1-2 yrs.</b>	<b>2-3 yrs.</b>	<b>3-5 yrs.</b>	<b>5-7 yrs.</b>	<b>7-10 yrs.</b>	<b>10+ yrs.</b>
	<b>Exempt / Non-Union</b>							
61 A	Administrator	69.71						
61 B	Administrative Asst. III	28.90						
61 M	Asst. Administrator	36.66						
61 S	Executive Secretary	26.44						
62 A	Police Chief	49.93						
62 C	PD Administrator/D.C.	43.32						
62 G	Crossing Guards	10.50	( / X-ING)					
62 J	Part-Time Officer	14.25	14.68	15.12	15.57	16.04	16.52	17.02
62 M	Part-Time Clerical	8.25	8.50	8.75	9.01	9.29	9.56	9.85
62 S	P-T Comm. Service Off.	8.50	8.75	9.00	9.25	9.50	9.75	10.00
63 A	Building Commissioner	44.88						
64 A	Public Works Director	29.40						
64 D	Assistant P.W. Director	37.06						
64 L	Part-Time Laborer	8.25	8.50	8.75	9.01	9.29		
64 S	Part-Time MW	10.25	10.56	10.87				
64 M	Mechanic/Snow Plow	15.00	15.45	15.91	16.39	16.88		
64 P	PT-Carp/Plumb/Elect	21.58	22.23	22.89				
65 A	Recreation Director	40.77						
65 E	Assistant Director	21.72						
65 C	Rec. Assistant II (PT)	9.33	9.61	9.90	10.20	10.50		
65 D	Rec. Assistant I (PT)	8.30	8.55	8.81	9.07	9.34		
65 B	Munch/Day Camp Sprv.	8.75	9.01	9.28				
65 F	Facility Supervisor	16.58	17.24	18.10	19.19	20.44	21.87	
67 A	ESDA Director (PT)	15.00	15.45	15.91	16.39	16.88	17.39	17.91
70 A	Special Xport. Suprv.	21.24	21.88					
70 B	Spcl. Xport. FT-Driver	12.50						
70 C	Spcl. Xport. PT-Driver	11.25						

# Village of Orland Hills

23-Apr-2012

## 2012-2013 DRAFT - Pay Plan

### (Monthly Rates)

138.7

173.3

Code	Position	Rate I 0-1 yrs.	Rate II 1-2 yrs.	Rate III 2-3 yrs.	Rate IV 3-5 yrs.	Rate V 5-7 yrs.	Rate VI 7-10 yrs.	Rate VII 10+ yrs.
<b>Teamsters # 700</b>								
61 C	Administrative Asst. II	3,911	4,028	4,149	4,274	4,402	4,534	4,670
61 D	Administrative Asst. I	3,259	3,357	3,458	3,561	3,668	3,778	3,892
61 E	Clerical II	2,729	2,810	2,895	2,982	3,071	3,163	3,258
61 F	Clerical I	2,653	2,732	2,814	2,899	2,986	3,075	3,167
64 B	Maintenance Worker II	3,911	4,028	4,149	4,274	4,402	4,534	4,670
64 C	Maintenance Worker I	3,274	3,372	3,474	3,578	3,685	3,796	3,910
<b>MAP</b>								
		<i>0-6 mth</i>	<i>7-12 mth</i>	<i>13-18 mth</i>	<i>19-36 mth</i>	<i>37-60 mth</i>	<i>5+ yrs</i>	
62 H	Sergeant	5,173	5,233	5,294	5,414	5,736		
62 I	Officer	3,682	3,886	4,010	4,247	4,501	5,054	
		<i>0-1 yrs.</i>	<i>1-2 yrs.</i>	<i>2-3 yrs.</i>	<i>3-5 yrs.</i>	<i>5-7 yrs.</i>	<i>7-10 yrs.</i>	<i>10+ yrs.</i>
<b>Exempt / Non-Union</b>								
61 A	Administrator	12,083						
61 B	Administrative Asst. III	5,010						
61 M	Asst. Administrator	5,083						
61 S	Executive Secretary	4,583						
62 A	Police Chief	8,655						
62 C	PD Administrator/D.C.	7,508						
62 G	Crossing Guards	10.50	(/ X-ING)					
62 J	Part-Time Officer	14.25	14.68	15.12	15.57	16.04	16.52	17.02
62 M	Part-Time Clerical	8.25	8.50	8.75	9.01	9.29	9.56	9.85
62 S	P-T Comm. Service Off.	8.50	8.75	9.00	9.25	9.50	9.75	10.00
63 A	Building Commissioner	7,780						
64 A	Public Works Director	5,096						
64 D	Assistant P.W. Director	6,423						
64 L	Part-Time Laborer	8.25	8.50	8.75	9.01	9.29		
64 S	Part-Time MW	10.25	10.56	10.87				
64 M	Mechanic/Snow Plow	15.00	15.45	15.91	16.39	16.88		
64 P	PT-Carp/Plumb/Elect		22.2	22.9				
65 A	Recreation Director	7,067						
65 E	Assistant Director	3,765						
65 C	Rec. Assistant II (PT)	9.33	9.61	9.90	10.20	10.50		
65 D	Rec. Assistant I (PT)	8.30	8.55	8.81	9.07	9.34		
65 B	Munch/Day Camp Sprv.	8.75	9.01	9.28				
65 F	Facility Supervisor	2,873	2,988	3,138	3,326	3,542	3,790	
67 A	ESDA Director (PT)	15.00	15.45	15.91	16.39	16.88	17.39	17.91
70 A	Special Xport. Suprv.	3,682	3,792					
70 B	Spcl. Xport. FT-Driver	12.50						
70 C	Spcl. Xport. PT-Driver	11.25						

# Village of Orland Hills

23-Apr-2012

## 2012-2013 DRAFT - Pay Plan

### (Step Increase Percentages)

Code	Position	Rate I 0-1 yrs.	Rate II 1-2 yrs.	Rate III 2-3 yrs.	Rate IV 3-5 yrs.	Rate V 5-7 yrs.	Rate VI 7-10 yrs.	Rate VII 10+ yrs.
<b>Teamsters # 700</b>								
61 C	Administrative Asst. II		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
61 D	Administrative Asst. I		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
61 E	Clerical II		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
61 F	Clerical I		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
64 B	Maintenance Worker II		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
64 C	Maintenance Worker I		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
<b>MAP</b>								
		<b>0-6 mth</b>	<b>7-12 mth</b>	<b>13-18 mth</b>	<b>19-36 mth</b>	<b>37-60 mth</b>	<b>5+ yrs</b>	
62 H	Sergeant		1.2%	1.1%	2.3%	5.9%		
62 I	Officer		5.6%	3.2%	5.9%	6.0%	12.3%	
		<b>0-1 yrs.</b>	<b>1-2 yrs.</b>	<b>2-3 yrs.</b>	<b>3-5 yrs.</b>	<b>5-7 yrs.</b>	<b>7-10 yrs.</b>	<b>10+ yrs.</b>
<b>Exempt / Non-Union</b>								
61 A	Administrator							
61 B	Administrative Asst. III							
61 M	Asst. Administrator							
61 S	Executive Secretary							
62 A	Police Chief							
62 C	PD Administrator/D.C.							
62 G	Crossing Guards							
62 J	Part-Time Officer		3.0%	3.0%	3.0%	3.0%	3.0%	
62 M	Part-Time Clerical		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
62 S	P-T Comm. Service Off.		2.9%	2.9%	2.8%	2.7%	2.6%	2.6%
63 A	Building Commissioner							
64 A	Public Works Director							
64 D	Assistant P.W. Director							
64 L	Part-Time Laborer		3.0%	3.0%	3.0%	3.0%		
64 S	Part-Time MW		3.0%	3.0%				
64 M	Mechanic/Snow Plow		3.0%	3.0%	3.0%	3.0%		
64 P	PT-Carp/Plumb/Elect							
65 A	Recreation Director							
65 E	Assistant Director							
65 C	Rec. Assistant II (PT)		3.0%	3.0%	3.0%	3.0%		
65 D	Rec. Assistant I (PT)		3.0%	3.0%	3.0%	3.0%		
65 B	Munch/Day Camp Sprv.		3.0%	3.0%				
65 F	Facility Supervisor		4.0%	5.0%	6.0%	6.5%	7.0%	
67 A	ESDA Director (PT)		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
70 A	Special Xport. Suprv.		3.0%					
70 B	Spcl. Xport. FT-Driver							
70 C	Spcl. Xport. PT-Driver							



# Village of Orland Hills

## Salary Schedule ()

- F -

### - Pay Plan Police Bargaining Unit

Last Name	First Name	Pos.	Hired	Anniv.	April 30	May 01	2012-13	%	Est.	May	Anniv.	other		
					Salary	Salary	Anniv.	Apr-	Annual	Hrly	Hrly	Hrly		
					Rate	Rate	change	Anniv	Budget	Rate	Rate	adds		
Hilton	Thomas R.	Sgt.	10/11/89	10/11/92	\$68,831	\$68,831	\$68,831	0.0%	\$68,831	\$34.08	\$34.08	\$0.99	long 3%	
Gaides	William J.	Sgt.	1/12/94	9/24/06	\$68,831	\$68,831	\$68,831	0.0%	\$68,831	\$33.09	\$33.09			
Doyle	Kevin R.	Off.	9/1/00		\$60,643	\$60,643	\$60,643	0.0%	\$60,643	\$29.16	\$29.16			
Molloy	James E.	Off.	12/20/02		\$60,643	\$60,643	\$60,643	0.0%	\$60,643	\$29.16	\$29.16			
Douglas	Eric B.	Off.	6/10/05		\$60,643	\$60,643	\$60,643	0.0%	\$60,643	\$29.16	\$29.16		W/C	
Benes	Linda M.	Off.	5/22/06		\$60,643	\$60,643	\$60,643	0.0%	\$60,643	\$29.16	\$29.16			
Prohaska	Thomas E.	Off.	5/5/07		\$54,009	\$54,009	\$60,643	12.3%	\$60,431	\$25.97	\$29.16			
Pahl	Michael J.	Off.	10/4/07	RIF	\$54,009	\$54,009	\$60,643	12.3%	\$57,326	\$25.97	\$29.16		XXX	
Brkovic	Joshua A.	Off.	1/16/08	RIF	\$54,009	\$54,009	\$60,643	12.3%	\$57,326	\$25.97	\$29.16		XX	
Wirth	Mark A., Jr.	Off.	9/9/10	RIF	\$48,117	\$48,117	\$50,959	5.9%	\$49,538	\$23.13	\$24.50		X	
	-10	-10	Emp.				-Total-		\$604,855			\$2,065		
									(\$164,190)					
									(\$106,864)		4x3			
									(\$49,538)		81k			

\$440,665  
30.2654335

Submitted by: \_\_\_\_\_

Date: \_\_\_\_\_

John A. Daly  
Village Administrator

Salary Schedule ()

- G -

Pay Plan **Police Non-Union**

Last Name	First Name	Pos.	Hired	Anniv.	April 30	May 01	2012-13	Est.	May	Anniv.	other
					Salary Rate	Salary Rate	Anniv. change	Annual Budget	Hrly Rate	Hrly Rate	adds
Scully	Thomas G.	Chief	12/22/05	10/17/07	\$97,976	\$103,855	\$103,855	\$103,855	\$49.93	\$49.93	\$5,000
Blaha	Michael A.	D.C.	7/07/99	12/7/07	\$85,000	\$90,100	\$90,100	\$90,100	\$43.32	\$43.32	\$3,000
							-SubTotal	Sworn FT-			\$8,000
							-SubTotal-	\$0			\$0
				(LY-hrs)							
Dawson	Julie	PTO	7/9/98	1,630	\$15.12	\$15.12	\$15.12	\$24,642	\$15.12	\$15.12	-----
Krainik	Ronald A.	PTO	1/22/04	1,670	\$15.12	\$15.12	\$15.12	\$25,247	\$15.12	\$15.12	-----
Carroll	Michael	PTO	8/4/09	220	\$14.25	\$14.25	\$14.25	\$3,135	\$14.25	\$14.25	-----
Pickel	Jonathan G.	PTO	3/3/10	1,240	\$14.25	\$14.25	\$14.25	\$17,670	\$14.25	\$14.25	-----
Miller	Richard M.	PTO	7/23/10	1,150	\$14.25	\$14.25	\$14.25	\$16,388	\$14.25	\$14.25	-----
Patton	Joshua	PTO	11/23/09	1,570	\$14.25	\$14.68	\$14.68	\$23,044	\$14.68	\$14.68	-----
Meder	Scott A.	PTO	11/23/09	1,450	\$14.25	\$14.25	\$14.25	\$20,663	\$14.25	\$14.25	-----
McHale	John M.	PTO	3/30/09	1,900	\$14.25	\$14.68	\$14.68	\$26,420	\$14.68	\$14.68	-----
Janachowski.	Joseph M	PTO	3/28/11	1,670	\$14.25	\$14.25	\$14.25	\$23,798	\$14.25	\$14.25	-----
Daly Jr.	James J.	PTO	4/1/09	1,300	\$14.25	\$14.68	\$14.68	\$19,081	\$14.68	\$14.68	-----
Sulikowski	Timothy J	PTO	6/21/09	700	\$14.25	\$14.25	\$14.25	\$9,975	\$14.25	\$14.25	-----
Michalek	William M	PTO	3/28/11	1,600	\$14.25	\$14.25	\$14.25	\$22,800	\$14.25	\$14.25	-----
Krupa III	John	PTO	8/4/09	400	\$14.25	\$14.25	\$14.25	\$5,700	\$14.25	\$14.25	-----
Blaha	Ronald W	PTO	3/28/11	1,700	\$14.25	\$14.25	\$14.25	\$24,225	\$14.25	\$14.25	-----
Bryant III	Ben	PTO	1/24/11	570	\$14.25	\$14.25	\$14.25	\$8,123	\$14.25	\$14.25	-----
Osantowski	Scott A.	PTO	3/22/11	650	\$14.25	\$14.25	\$14.25	\$9,263	\$14.25	\$14.25	-----
Hovanec	Gregory G.	PTO	6/25/11	650	\$14.25	\$14.25	\$14.25	\$9,263	\$14.25	\$14.25	-----
Rizza	Gary J.	PTO	6/25/11	1,150	\$14.25	\$14.25	\$14.25	\$16,388	\$14.25	\$14.25	-----
Dazzo	Patrick J.	PTO	7/25/11	350	\$14.25	\$14.25	\$14.25	\$4,988	\$14.25	\$14.25	-----
Ziolkowski	Brian P.	PTO	8/8/11	500	\$14.25	\$14.25	\$14.25	\$7,125	\$14.25	\$14.25	-----
- New -		PTO		500	\$14.25	\$14.25	\$14.25	\$7,125	\$14.25	\$14.25	-----
- New -		PTO		500	\$14.25	\$14.25	\$14.25	\$7,125	\$14.25	\$14.25	-----
- New -		PTO		500	\$14.25	\$14.25	\$14.25	\$7,125	\$14.25	\$14.25	-----
- New -		PTO		500	\$14.25	\$14.25	\$14.25	\$7,125	\$14.25	\$14.25	-----
- New -		PTO		0	\$14.25	\$14.25	\$14.25	\$0	\$14.25	\$14.25	-----
- New -		PTO		0	\$14.25	\$14.25	\$14.25	\$0	\$14.25	\$14.25	-----
- New -		PTO		0	\$14.25	\$14.25	\$14.25	\$0	\$14.25	\$14.25	-----
				RIF			-SubTotal-	\$346,433			
Walson	Darios L	CSD	5/23/09	100	\$8.50	\$8.50	\$8.50	\$850	\$8.50	\$8.50	-----
Jarema	Joseph T	CSO	6/3/09	1,420	\$8.50	\$8.50	\$8.50	\$12,070	\$8.50	\$8.50	-----
Vainer	Alex R	CSO	6/2/09	1,650	\$8.50	\$8.50	\$8.50	\$14,025	\$8.50	\$8.50	-----
DuBois	Anthony	CSO	4/7/10	583	\$8.50	\$8.50	\$8.50	\$4,956	\$8.50	\$8.50	-----
Giesey	Boyd	CSO	12/20/10	1,489	\$8.50	\$8.50	\$8.50	\$12,657	\$8.50	\$8.50	-----
Scully	Thomas P.	CSO	11/12/10	1,425	\$8.50	\$8.50	\$8.50	\$12,113	\$8.50	\$8.50	-----
Hosteny	Kelly M.	CSO	8/8/11	750	\$8.50	\$8.50	\$8.50	\$6,375	\$8.50	\$8.50	-----
Sulick	Sara G.	CSO	8/8/11	1,000	\$8.50	\$8.50	\$8.50	\$8,500	\$8.50	\$8.50	-----
- New -		CSO		400	\$8.50	\$8.50	\$8.50	\$3,400	\$8.50	\$8.50	-----
- New -		CSO		400	\$8.50	\$8.50	\$8.50	\$3,400	\$8.50	\$8.50	-----
							-SubTotal-	\$78,345			\$0
Leddin	William J.	ESDA	8/18/04	100	\$16.88	\$16.88	\$16.88	\$1,688	\$16.88	\$16.88	-----
- New -											-----
							-SubTotal-	\$1,688			\$0
					(I X-ing)						
Giesey	Cheryl A.	CG	1/08/96	1,150	\$10.50	\$10.50	\$10.50	\$12,075	\$10.50	\$10.50	-----
Moulton	Russell	CG	8/28/01	345	\$10.50	\$10.50	\$10.50	\$3,623	\$10.50	\$10.50	-----
Crain	Valeria K.	CG	8/25/05	332	\$10.50	\$10.50	\$10.50	\$3,486	\$10.50	\$10.50	-----
Bunn	Ingrid	CG	9/28/05	320	\$10.50	\$10.50	\$10.50	\$3,360	\$10.50	\$10.50	-----
Jankosky	Robyn	CG	8/16/06	344	\$10.50	\$10.50	\$10.50	\$3,612	\$10.50	\$10.50	-----
Swiercz	Susan	CG	8/16/06	338	\$10.50	\$10.50	\$10.50	\$3,549	\$10.50	\$10.50	-----
Ciambrone	Peter J.	CG	8/30/06	265	\$10.50	\$10.50	\$10.50	\$2,783	\$10.50	\$10.50	-----
Worley	Sherry	CG	9/21/06	0	\$10.50	\$10.50	\$10.50	\$0	\$10.50	\$10.50	-----
Aimone	Jeanette	CG	10/8/07	330	\$10.50	\$10.50	\$10.50	\$3,465	\$10.50	\$10.50	-----
Kristinat	Frances C.	CG	8/27/08	350	\$10.50	\$10.50	\$10.50	\$3,675	\$10.50	\$10.50	-----
Lynch	Janice M.	CG	8/26/10	100	\$10.50	\$10.50	\$10.50	\$1,050	\$10.50	\$10.50	-----
Compobasso	Michael G.	CG	8/26/10	400	\$10.50	\$10.50	\$10.50	\$4,200	\$10.50	\$10.50	-----
DeVries	Katherine A.	CG	8/26/10	100	\$10.50	\$10.50	\$10.50	\$1,050	\$10.50	\$10.50	-----
- New -		CG		0	\$10.50	\$10.50	\$10.50	\$0	\$10.50	\$10.50	-----
- New -		CG		0	\$10.50	\$10.50	\$10.50	\$0	\$10.50	\$10.50	-----
							-SubTotal-	\$45,927			\$0
-44	-32	Emp.					-Total-	\$666,347			\$8,000

Exp-TGS  
Exp-MAB

Resign.

Submitted by: \_\_\_\_\_

Date: \_\_\_\_\_

John A. Daly  
Village Administrator



Salary Schedule ( )

- H -

Pay Plan Non P.D. Personnel

Table with columns: Last Name, First Name, Pos., Hired, Anniv., April 30 Salary Rate, May 01 Salary Rate, 2012-13 Anniv. change, Est. Annual Budget, May Hrly Rate, Anniv. Hrly Rate, Other Stipend Amounts. Includes rows for various employees like Perepechko, O'Hern, Klukis, Kiebles, Daly, Esposito, Schmidt, Esposito, Worley, Samoska, Dawson, Alberts, Jankosky, Perepechko, Santoro, Morris, Glesey, Wirth Sr., Hanley, Bilina, Willard, Fiore, Gouletsos, Sanchez, Myers, Michaels, Bosold, O'Reilly, Mucha, Kaselwicz, and a final -55 row.

4 days  
Vac,Exp,  
Def.Comp.

Exp-JDE

long

exp-Asst.

exp-GEB

Submitted by: John A. Daly  
Village Administrator

Date:

**Pay Plan**

	# of Emp.'s	Est. Salaries	Est. OT/other	Est. Gross	6.20% FICA \$108,000	1.45% Med-FICA	16.43% PEN./IMRF	0.00% U/C	0.00% W/C 0.00%	
Police:										
FT-4100	3	201,955	4,000	205,955	12,769	2,986	33,838	0	0	0
FT-4110 Sworn	10	606,920	70,000	676,920	0	9,815		0	0	0
PTP-4120	15	424,777	2,000	426,777	26,460	6,188		0	0	0
CG-4140	13	45,927	0	45,927	2,847	666		0	0	0
PTC-4150	5	78,345	500	78,845	4,888	1,143	3,238	0	0	0
<b>Total</b>	<b>46</b>	<b>1,357,923</b>	<b>76,500</b>	<b>1,434,423</b>	<b>46,965</b>	<b>20,799</b>	<b>37,076</b>	<b>0</b>	<b>0</b>	<b>0</b>
Admin-8810	10	363,302	3,000	366,302	22,711	5,311	60,182	0	0	0
Bldg.-8810	2	132,457	1,200	133,657	8,287	1,938	21,959	0	0	0
P. Works-5506	16	260,630	8,000	268,630	16,655	3,895	44,135	0	0	0
Rec.-8868	12	263,672	3,000	266,672	16,534	3,867	43,813	0	0	0
ESDA-9410	1	1,688		1,688	105	24		0	0	0
Sr.Comm.-8810	1	-15,850		-15,850	-983	-230	-2,604	0	0	0
Spcl.Xport-7380	2	0		0	0	0	0	0	0	0
<b>Total</b>	<b>44</b>	<b>1,005,898</b>	<b>15,200</b>	<b>1,021,098</b>	<b>63,308</b>	<b>14,806</b>	<b>167,486</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>2,363,821</b>	<b>91,700</b>	<b>2,455,521</b>	<b>110,273</b>	<b>35,605</b>	<b>204,562</b>	<b>0</b>	<b>0</b>	<b>0</b>

-8810 Clerical	484,109
-7720 Police Officers	1,434,423
-9102 Park NOC - all	0
-5506 Street & Road Maint.	268,630
-9410 Municipal, Twp., County	1,688
-9402 Street Cleaning & Driver	0
-5606 Exec Suprv.	0
-8868 School Professional	266,672
-7380 Drivers	0

**IMRF**

2012 May-Dec	0.667	16.09%
2013 Jan-Apr	0.333	17.11%

Composite FY Rate 16.43%

2,455,521

# Village of Orland Hills

## Compensation Posting per Illinois Public Act 97-0609

April 9, 2012 (Complied)

Emp. Number	Position	2012 (May) Salary	Health Ins	Dental Ins	Life Ins.	EAP	Clothing Allow.	Expense Reimburse	Pension	Total Compensation Package	Hol. Days	Vac. Days	Sick Days
61030	Admin. Assistant 2	\$56,037	\$15,857.55	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$9,587.93	\$82,843	12	21	9
61044	Asst. Administrator	\$61,000	\$15,857.55	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$10,437.10	\$88,655	12	12	9
61010	Village Administrator	\$145,000	\$22,455.52	\$1,172.61	\$173.40	\$14.70	\$0.00	\$24,000.00	\$24,809.50	\$217,626	12	21	9
63010	Building Commissioner	\$93,360	\$22,455.52	\$1,172.61	\$173.40	\$14.70	\$0.00	\$3,000.00	\$15,973.90	\$136,150	12	21	9
61035	Clerical 2	\$39,097	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$6,689.50	\$69,224	12	21	9
61036	Clerical 2	\$41,497	\$8,185.87	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$7,100.14	\$58,144	12	21	9
64008	Maint. Worker	\$57,718	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$350.00	\$0.00	\$9,875.57	\$91,381	12	21	9
64039	Asst. PW Director	\$77,079	\$8,185.87	\$1,172.61	\$173.40	\$14.70	\$350.00	\$5,000.00	\$13,188.21	\$105,164	12	21	9
65010	Recreation Director	\$84,809	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$0.00	\$3,000.00	\$14,510.79	\$125,757	12	21	9
65034	Recreation Supervisor	\$45,480	\$0.00	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$7,781.63	\$54,622	12	21	9
65035	Recreation Supervisor	\$39,911	\$0.00	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$6,828.77	\$48,100	12	21	9
65049	Recreation Supervisor	\$39,911	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$0.00	\$0.00	\$6,828.77	\$70,177	12	21	9
62182	Police Chief	\$103,855	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$700.00	\$5,000.00	\$17,769.52	\$150,761	12	16	9
62101	Deputy Chief	\$90,100	\$22,076.41	\$1,172.61	\$173.40	\$14.70	\$700.00	\$3,000.00	\$25,291.07	\$142,528	12	21	9
62007	Police Sergeant	\$70,896	\$15,479.99	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$19,900.49	\$108,309	12	21	9
62041	Police Sergeant	\$68,831	\$21,550.78	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$19,320.86	\$111,735	12	21	9
62120	Police Officer	\$60,643	\$21,550.78	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$101,249	12	21	9
62147	Police Officer	\$60,643	\$21,550.78	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$101,249	12	16	9
62171	Police Officer	\$60,643	\$8,128.14	\$408.16	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$87,090	12	16	9
62119	Police Officer	\$60,643	\$8,128.14	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$87,826	12	16	9
62167	Police Officer	\$60,643	\$15,479.99	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$95,178	12	12	9
62156	Police Officer	\$60,643	\$0.00	\$0.00	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$78,554	12	12	9
62150	Police Officer	\$60,643	\$21,920.86	\$1,144.69	\$173.40	\$14.70	\$700.00	\$0.00	\$17,022.49	\$101,619	12	12	9
62193	Police Officer	\$50,959	\$8,128.14	\$408.16	\$173.40	\$14.70	\$700.00	\$0.00	\$14,304.19	\$74,688	12	12	9
<i>(The above positions are contemplated to be filled, but may not due to final budgetary constraints)</i>													
		\$705,287											
		\$198,000											
		28.07%											

RIF-3      \$172,245      \$30,049      \$1,553      \$520      \$44      \$2,100      \$0      \$34,266