



# Village of Orland Hills

## --- MEMORANDUM ---

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

**Date: April 19, 2018**

**From: Brian O'Neill**

**CC : Conrad Kiebles, Tom Scully, Mike Blaha, Glenn Bilina,  
Craig Schmidt, Marj O'Hern**

**Subject: Fiscal Year 2018-2019 Pay Plan / Salary Schedule**

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On August 26, 2011, Senate Bill 1831 (Public Act 97-0609) was signed into law. The Act requires all Illinois Municipal Retirement Fund (IMRF) employers to post information for each employee having a total compensation package that exceeds \$75,000 per year. Attached is the pay plan and salary schedule for the new fiscal year for all full time employees whether they are expected to meet the reporting threshold of PA 97-0609 or not.

For the purposes of the Act, "Total compensation package" is defined as payment for salary, health insurance, vehicle allowance, clothing allowance, loans, bonuses, housing allowances, vacation days granted, and sick days granted. This definition of total compensation package includes only items that are paid directly to the employee and not expenses incurred by the employer.

Although the Village's portion of an employee's health insurance, dental insurance, life insurance, and pension contribution are not required to be included in the total compensation package, because they are paid to the vendor and not paid directly to the employee, in the interests of transparency and reporting a more "true" total compensation cost, these amounts have been included on the compensation schedule and will be posted on the village website.

Regarding part time employees, the Act does not require their compensation to be posted if their anticipated total compensation package is less than \$75,000. At this time, the Village of Orland Hills does not anticipate that any of our part time employees will reach the \$75,000 threshold.

As always, Department Heads will be ready to address reductions in force if planned revenues do not meet expectations. This means that some personnel positions shown on the attached salary schedule sheet may not be filled at all, may have their hours reduced, may have their position adjusted from full time to part time, or may have their position eliminated entirely.

If you have any questions, please feel free to contact the Administration Department.

Thank you

**Board Approved  
4-26-18**

Compensation Posting per Illinois Public Act 97-0609

**(The above positions are contemplated to be filled, but may not due to unforeseen budgetary constraints.)**