

Village of Orland Hills

Date: April 19, 2019

--- MEMORANDUM ---

To: President Hastings

Village Board, Clerk, Treasurer

From: Brian O'Neill

cc: Conrad Kiebles, Tom Scully, Mike Blaha, Glenn Bilina,

Craig Schmidt, Marj O'Hern

Subject: Fiscal Year 2019-2020 Pay Plan / Salary Schedule

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.

Burn O'Nun

Board Approved

Village of Orland Hills
Compensation Posting per Illinos Public Act 97-0609

	Patton	Haleem	Sanfilippo	Janachowski	Brkovic	Molloy	Doyle	Gaides		Rlaha	Scully	Hanley	Gouletsos	Fiore	Bilina	,	Esposito	Klukis	Perepechko		O'Neill	Kiebles	O'Hern	Last Name		
	Joshua J.	Ismail R.	Jeffrey T.	Joseph M	Joshua A.	James E.	Kevin R.	William J.		Michael A	Thomas G.	Michael J	Constantinos	Margaret	Glenn	open -	John D.	Karen	Sandra	- open -	Brian	Conrad	Marjorie	First Name		
(The above positions are contemplated to be filled, but may not due to unforseen budgeta	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Sergeant		Deputy Police Chief	Police Chief	Assistant Public Works Director	Recreation Supervisor	Recreation Supervisor	Recreation Director	Public Works Director	Maint Worker	Admin 1	Admin 1	Building Commissioner	Assistant Village Administrator	Village Administrator	Admin 2	Position		
templated to b	n/a	n/a	n/a	\$76,505	\$76,505	\$78,796	\$78,796	\$92,035		\$108,223	\$137,395	\$61,526	\$46,442	\$46,442	\$97,848	\$109,358	\$72,405	\$54,704	\$52,104	\$70,541	\$85,649	\$98,739	\$72,405	2019 Salary	Exp. FY	
e filled, but r	\$58,945	\$61,299	\$63,605				\$80,366	\$93,881		\$110,387 \$	\$140,153	\$71,943	\$47,375	\$47,375	\$99,800	\$79,138	\$73,853	\$57,340	\$54,740	\$70,541	\$87,367	\$100,712	\$73,853	2020 Salary	Exp. FY	
nay not due	\$ 25,801	\$ 25,801	\$ 25,801	49	\$ 25,801	ક્ક	မာ	\$ 25,801	Н	\$ 17,941	\$	49	\$ 8.543	\$ 25,801	ક્ક	\$ 25,801	\$ 25,801	8	\$ 17,941	\$ 25,801	69	\$ 5,602	\$ 17,941	Health Ins		
to unforseer	\$ 1,313	\$ 1,313	\$ 1,313	\$ 1,313	\$ 1,313	\$ 1,313	\$ 1,313	\$ 1,313		\$ 721	\$ 721	\$ 1,313	\$ 353	\$ 1,313	\$ 721	\$ 1,313	\$ 1,313		\$ 721	\$ 1,313	\$ 1,313	\$ 480		Dental Ins		
budgeta	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173		\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	\$173	Ins.	Life	
ry constraints.)	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00		\$700.00	\$700.00	\$350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$575.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Allow.	Clothing	
aints.)	\$0.00							\$0.00		\$3,000.00	\$5,000.00				\$3,0		\$0.00				\$6,0			Reimburse	Expense	
	\$24,969				\$33,055					\$46,760	\$22,083	\$15,813	\$10,413	\$10,413	\$21,936	\$17,394	\$16,233	\$12,603	\$12,032	\$15,505	\$19,203	\$22,136	\$16,233	Pension		
	\$111,932		\$26,943 \$118,565	\$139,104	\$33,055 \$139,104	\$34,043 \$142,426	\$142,426	-		\$179,711	\$168,859		\$66,887	\$85,105	\$21,936 \$143,600	\$123,820	\$16,233 \$117,977	\$85,546	\$85,637	\$113,333	\$19,203 \$114,087	\$135,134	\$108,950	Package	Compens- ation	iotai
	12	12	12	12	12	12	12	12		12	12	12	12	12	12	12	12	12	12	12	12	12	12	Days	당.	
	α	ی	12	6	21	21	21	21		21	21	16	21	21	21	6	21	21	21	0	13	16	21	Days [_	
	ď	0	0	9	9	ဖ	ဖ	ဖ		9	9	ယ	ی اه	9	9	ی	ی ا	9	9	9	9	۳	9	Days	Sick	