

VILLAGE OF BRADLEY

ORDINANCE NO. O-4-15-4

AN ORDINANCE REGARDING EMPLOYEE SALARIES

ADOPTED BY THE
BOARD OF TRUSTEES
VILLAGE OF BRADLEY

This 27 day of April, 2015

Published in pamphlet form by authority of the Board of Trustees of the Village of
Bradley, Kankakee County, Illinois, this 27 day of April, 2015.

CERTIFICATE:



Michael J. LaGesse, Village Clerk

ORDINANCE NO. O-4-15-4

AN ORDINANCE REGARDING EMPLOYEE SALARIES

BE IT ORDAINED BY THE PRESIDENT AND THE BOARD OF TRUSTEES OF THE VILLAGE OF BRADLEY, as follows:

Section 1. Compensation and Benefits:

- A. The Village shall have the base salary ranges effective May 1, 2015 for those positions listed in attachment A.
- B. The following benefits shall be provided to the employees occupying the positions of Technology, Records Supervisor, Dispatch Supervisor, Police Lieutenant, Police Chief, Public Works Superintendent, Public Works Supervisor, Building Standards Superintendent, Finance Director/Treasurer, Fire Chief, Public Works Director, Village Attorney and Village Administrator unless specified otherwise:
1. Term life insurance of \$50,000;
 2. Accrued sick leave in an amount equal to the highest amount provided in any Village of Bradley collective bargaining agreement;
 3. Retiree Health/Dental insurance subject to the following: Employees who are at least fifty-five (55) years of age and retire after twenty (20) years of active service in good standing shall be eligible to receive continued coverage in the group health/dental insurance plan provided by the Village, if any, upon the following terms: 1) The employee pays the same percentage toward such insurance as paid by those subject to collective bargaining agreements in the Village; and
2) When the employee or his spouse, otherwise eligible for benefits shall become eligible for Medicare benefits, then the Village shall provide supplemental medical insurance benefits only;
 4. Clothing/maintenance allowance in an amount equal to the highest amount provided in any Village of Bradley collective bargaining agreement, except for those employees hired and appointed after the effective date of this Ordinance;

- 5. Village vehicle for the following (provided they are full-time employees or chiefs): Police Chief, Police Lieutenant, Fire Chief, Public Works Superintendent, Sewer/Building Standards Superintendent, Public Works Director and Village Administrator;
 - 6. All other benefits provided under the Village's Personnel Manual and highest level provided in Village collective bargaining agreements, except for those employees hired and appointed after the effective date of this Ordinance;
 - 7. Salary ranges to increase annually by the highest percentage provided in any Village of Bradley collective bargaining agreement for that year, except for those employees hired and appointed after the effective date of this Ordinance; and
- C. There shall be no longevity pay for any of the positions set forth in Section 1(A) above.

Section 2. Repeal of prior ordinances. All existing ordinances of the Village of Bradley are hereby repealed insofar as they may be inconsistent with the provisions of this Ordinance. The Clerk of the Village of Bradley shall certify to the adoption of this Ordinance and shall cause it to be published in pamphlet form and this Ordinance shall take effect upon its approval and publication in pamphlet form as so certified.

PASSED this 27 day of April, 2015.

TRUSTEES:

Jerry Balthazor:	Aye - <input checked="" type="checkbox"/>	Nay - <input type="checkbox"/>	Absent - <input type="checkbox"/>
Robert Redmond:	Aye - <input type="checkbox"/>	Nay - <input type="checkbox"/>	Absent - <input checked="" type="checkbox"/>
Lori Gadbois:	Aye - <input checked="" type="checkbox"/>	Nay - <input type="checkbox"/>	Absent - <input type="checkbox"/>
George Golwitzer:	Aye - <input type="checkbox"/>	Nay - <input checked="" type="checkbox"/>	Absent - <input type="checkbox"/>
Eric Cyr:	Aye - <input type="checkbox"/>	Nay - <input type="checkbox"/>	Absent - <input checked="" type="checkbox"/>
Melissa Carrico:	Aye - <input type="checkbox"/>	Nay - <input checked="" type="checkbox"/>	Absent - <input type="checkbox"/>
Bruce Adams:	Aye - <input checked="" type="checkbox"/>	Nay - <input type="checkbox"/>	Absent - <input type="checkbox"/>
TOTALS:	AYE - <u>3</u>	NAY - <u>2</u>	ABSENT - <u>2</u>

APPROVED this 27 day of April, 2015.

Bruce W. Adams
 Bruce Adams, President of the Board of
 Trustees of the Village of Bradley

ATTEST:



Michael J. LaGesse

Michael J. LaGesse, Village Clerk

ATTACHMENT A

Village of Bradley Base Salary Ranges

<u>Position</u>	<u>FY 14-15 Range</u> <u>with 2.25%</u>		<u>FY 15-16 Range</u> <u>with 2.25%</u>	
	<u>Min.</u>	<u>Max.</u>	<u>Min.</u>	<u>Max.</u>
<u>Grade I</u>				
<u>Grade II</u> Paralegal	41,366	57,913	42,297	59,216
<u>Grade III</u> Technology Dispatch Supervisor PW Supervisor	57,439	80,414	58,731	82,224
<u>Grade IV</u>	61,172	85,641	62,549	87,568
<u>Grade V</u>	74,741	104,637	76,423	106,992
<u>Grade VI</u> Police Lieutenant	80,266	102,438	82,072	104,743
<u>Grade VII</u> B.S. Superintendent	82,700	113,606	84,561	116,162
<u>Grade VIII</u> Police Chief Fire Chief Finance Director PW Director	89,834	121,639	91,855	124,376
<u>Grade IX</u> Village Administrator	93,573	128,486	95,678	131,377
<u>Grade X</u> Village Attorney	107,543	142,457	109,963	145,662
<u>Monthly Salaries</u>				
Deputy Fire Chief		480.06		480.06
Captain (fire)		108.01		108.01
Lieutenant (fire)		96.01		96.01
Engineer (fire)		54.00		54.00
Driver/Operator (fire)		29.71		29.71
Driver (fire)		23.30		23.30
Inspector (fire)		1,080.14		1,080.14
Bldg. Dept. Inspectors		900.12		900.12
ESDA		209.74		209.74
<u>Hourly Rates</u>				
FF III (fire)		12.03		12.03
FF II (fire)		11.01		11.01
Rookie (fire)		8.95		8.95
Crossing Guards		21.60		21.60