



Legislation Text

File #: 2013-0716, **Version:** 0

Title

Executive Staff Salaries - Market Review

History

In the four years from 2009-2012, executive staff cost-of-living increases have totaled 5.0%, for an average of 1.25% per year. Since 2002, executive staff cost-of-living increases have remained below the other employee groups (See Attachment A). It should be noted that executive staff do not earn salary "step" progression raises as is the case with the other groups. Thus, periodically, the Village conducts a market review of executive salaries, and the last for executive staff was in 2007.

Attachment B outlines the proposed salary adjustments for the Village's executive staff of nine persons. The proposed compensation adjustment includes a 2.0% COLA increase effective June 1, 2013, coupled with a salary market adjustment, also effective June 1, 2013.

Attachment C was prepared to provide a market review of the suburban Chicago municipal marketplace for executive staff salaries within subject matter areas. Each executive position is compared to like-positions in other similarly-sized municipalities. Data was obtained directly from municipalities or through publicsalary.com earlier this year.

As was the case for non-union and IBEW staff, a \$1,500 healthcare equalizer payable at the same time as the COLA increase is also proposed. This equalizer payment is in consideration of the units' moving to the Village's revised healthcare program. (Please note that the healthcare equalizer is not added to the salary base).

Financial Impact

Funds for the COLA increase, salary adjustment, and healthcare equalizer are available within the FY 2013 budget.

Recommended Action/Motion

I move to approve authorizing a 2.0% cost-of-living adjustment for all executive personnel effective June 1, 2013.

And

Approve authorizing the proposed market adjustment to executive salaries as outlined in Attachment B;

And

Approve a health care equalizer of \$1,500 per employee for executive staff to be paid on or about December 6, 2013.

