



Agenda Item Summary

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Submitted By

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Reviewed By

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Agenda Item Title

A Resolution Amending Appendix VII (“Appointee Pay Plan Schedule”) of the Personnel Manual for the Village of Oak Park

Overview

The ranges in this appendix are modified to reflect the 2017 budget for general wage and potential merit increases for non-union employees.

Staff Recommendation

The Human Resource Department recommends that the pay band be adjusted to reflect the FY17 budget.

Fiscal Impact

The proposed changes reflect the adopted FY17 budget which provided for wage adjustments up to 2.5% of base salary and as much as a 1% lump sum merit payment.

Background

The salary ranges in the pay band were designed in October of 2013. Since this point in time, some individual positions have been amended as appropriate to the market but the range as a whole for each band has remained the same. The natural progression through the band has created instances of some staff members at the top of the band. If we do not adjust the bands to reflect the 2017 budgeted amounts for merit increases, some staff members would not be eligible for the anticipated pay increase. They would ‘top out’ of their bands. Adjusting the bands in this manner is an accepted method in managing pay bands. The approved 2017 budget includes the ability for a general wage increase of 2.5% for those meeting expectations and up to a 1% merit.

The recommended changes in the Appendix also reflect recommend title changes for a limit number of non-union positions as well as the establishment of a Sustainability Coordinator position as proposed in a separate agenda item.

Alternatives

Maintain status quo.

Previous Board Action

N/A.

Citizen Advisory Commission Action

N/A

Anticipated Future Actions/Commitments

Discussions regarding employee compensation are part of the annual budget process in the Finance Committee.

Intergovernmental Cooperation Opportunities

N/A.

Performance Management (MAP) Alignment

N/A.