

**Rantoul Village Board of Trustees
Regular Board Meeting
May 12, 2009**

Board Packet Page(s)

Order of Business

1. **Administration of Oath of Office to Trustee Roger Jones** – Mr. Reale
2. **Call to Order** – Mayor Williams
Invocation – Pastor Glen Crouse, Rantoul Christian Church
Pledge of Allegiance
Roll Call
3. **Approval of Agenda**
4. **Public Participation**
Citizens wishing to address the Village Board with respect to any pending item of business listed upon the agenda or any matter not appearing on the agenda are asked to complete a public participation form and submit it to the Village Clerk prior to the meeting. Public comments will be limited to three minutes for each speaker.
5. **Presentation of Government Finance Officers Association Award** – Mr. Sandahl
6. **Administrator Report** – Mr. Sandahl

Section A – Consent Agenda

7. **Approval of Consent Agenda by Omnibus Vote**
All items under the Consent Agenda are considered to be routine in nature and will be enacted by a single motion and subsequent roll call vote. There will be no separate discussion of these items unless a Village Board member so requests, in which event the item will be removed from the Consent Agenda and considered as the first item after approval of the Consent Agenda.
 - (A) Approve Minutes of: Regular Study Session of April 7, 2009;
Regular Board Meeting of April 14, 2009; and Public Hearing of
April 7, 2009
 - (B) Approve Bills and Monthly Financial Reports
 - (C) Concurrence with the Mayor in the Annual Appointment of Village
Department Heads, as listed
 - (D) Concurrence with the Mayor in the Appointment of Members of
various Village Boards, Committees, and Commissions, as listed
8. **Approval of Any Items Removed from Consent Agenda**

Order of Business

Board Packet Page(s)

Section B – Consideration of Bids, Contracts & Other Expenditures

9. Motion to authorize the approval of additional funds for the completion of the repair of the second turbocharger for Generator Unit No. 8 - \$10,550.63 2-14

Section C – Consideration of Ordinances & Resolutions

10. Motion to pass Ordinance No. 2185, AN ORDINANCE REVISING THE ANNUAL BUDGET (Airport and General Funds) 1, 31, 33-34
11. Motion to pass Ordinance No. 2186, AN ORDINANCE SUPPLEMENTING THE ANNUAL BUDGET AND APPROVING A PAY PLAN FOR CERTAIN FULL-TIME AND PERMANENT PART-TIME POSITIONS 15-30, 35

Section D – New Business

Discussion of any items of new business not listed upon the formal agenda. No formal action will be taken on these items during this proceeding.

Section E – Public Announcements

Section F – Adjournment

12. Motion to Adjourn

The Rantoul Village Board of Trustees meets in Study Session on the first Tuesday of each month at 6:15pm and in Regular Session on the second Tuesday of each month at 6:15pm. Unless otherwise noted, all proceedings are held in the Louis B. Schelling Memorial Board Room of the Rantoul Municipal Building, 333 S. Tanner Street, Rantoul, Illinois.

Statement Regarding the Americans with Disabilities Act (ADA)

The Village of Rantoul wishes to ensure that its programs, services, and activities are accessible to individuals with disabilities. All Village Board meetings are wheelchair accessible. Persons with hearing difficulties may obtain auxiliary hearing aids available at each meeting upon request. Persons requiring additional assistance regarding accessibility issues should contact the Village Administrator's office at (217) 893-1661, x. 202. TTY users should call the Illinois Relay Center at 1-800-526-0844.

Citizens may visit our website at www.village.rantoul.il.us to view live and archived video of all Village Board meetings. Citizens may also download complete Board packets containing information on all ordinances, resolutions and departmental requests under consideration by the Village Board each month.

VILLAGE OF RANTOUL PAY PLAN 2009 - 2010

Policy

It is the policy of the Village of Rantoul to establish and maintain a pay plan that will attract, retain and motivate qualified personnel.

The compensation objectives of the Village of Rantoul are as set forth below. The Village recognizes that not all of these objectives can be completely achieved at all times, but they are listed here as guides.

The objectives of the pay plan are designed to:

- ◆ Establish ranges of compensation that reflect the value to the Village of the various employment positions as determined by a formal system of evaluation and review which takes into account the duties and levels of responsibility of each employment position;
- ◆ Adjust ranges of compensation when periodic surveys or changes in economic and competitive factors indicate that any such adjustments are warranted;
- ◆ Ensure that the compensation and related benefits for comparable employment positions are generally equal to the average pay and benefits provided by other employers who offer similar employment and hire the same caliber of personnel in the same employment markets;
- ◆ Encourage superior performance by adjusting the rate of compensation of each employee on the basis of the quality of individual performance, as determined by a systematic program of performance appraisal;
- ◆ Ensure that compensation is not influenced by race, color, sex, age, religion, ancestry, handicap unrelated to ability, national origin or any other prohibited classification;
- ◆ Communicate the general policies and procedures on which the pay plan is based so that employees may be informed about the compensation structure and the administration thereof as it affects them individually.

Questions concerning this policy should be directed to the Human Resources Department.

PAY PLAN DECISION PROCESS

The Board of Trustees establishes, as part of the annual budget, the maximum number of authorized positions for both full-time and permanent part-time employees. The budget contains, at the beginning of each fund, a list of all authorized positions within each department or by budget activity, outlined according to the fund or budget activity from which any such position is funded, the classification to which each such position is assigned and the number of full-time or permanent part-time positions assigned to each such classification.

Any change in the amount of compensation paid to any non-union employee occurs in May of each year. All such changes will be approved each year at the same time as the annual budget. Prior to any increases, annual evaluations are conducted for all positions.

The following outlines the framework for the pay plan. This includes how the Village deals with newly hired employees, annual merit reviews and job evaluations.

FRAME WORK FOR PAY PLAN

Establishing the Original Ranges/Pay Grades

In order to establish the ranges of compensation, each employee filled out a position analysis questionnaire. There were three questionnaires, one for exempt/managerial employees, one for non-exempt employees and one for office/clerical, technical or service employees. After each employee filled out the questionnaire, his or her supervisor reviewed the information and signed off and dated the employee's questionnaire. All questionnaires were then collected and sent to the Employer's Association to be scored. Each questionnaire has a corresponding score sheet. The questionnaires were broken down into four main parts: knowledge/skill requirements, responsibility levels, effort required and working conditions. From this score sheet, a point value was derived. The Employer's Association then configured the ranges of compensation based on our internal equity structure, external market factors and the corresponding position point values from the questionnaire score sheets for each position. All non-union employees, with the exception of Deputy Chief of Police, Police Lieutenant and Police Sergeant, will fit into one of the 10 configured grades of compensation ranges.

No position, new or revised, may be filled until it has been evaluated and a grade assigned.

In the event that a new position is created during the budgeting process, the position will be submitted to Human Resources for review and evaluation. Since it is a new position, the Department Head will be required to fill out a questionnaire about the current and new duties and responsibilities of the position. The questionnaire will be discussed with the Department Head and supervisor to verify accuracy. From this questionnaire, the point value will be determined from the score sheet and a pay grade assigned.

Compensation Structure

The ranges of compensation consist of a minimum, midpoint and maximum rate for each pay grade. The collective group of all established ranges of compensation shall be known as the "Compensation Structure". The Compensation Structure will be reviewed annually to recognize changes in economic conditions and the movement of compensation levels within local companies and the industry over the past year. These adjusted ranges shall be submitted to the Board of Trustees for approval in May of each year at the same time as the annual budget. These adjustments will take effect on May first (5/1) for all non-union employees. If this adjustment results in an employee falling below the minimum of the range, such employee's pay shall be raised to the minimum amount.

New Employees

The majority of all newly hired staff are employed at the bottom fourth (1/4) of the appropriate pay range. After the successful completion of any applicable probationary period, the pay may be increased within the bottom fourth (1/4) of the pay range depending on performance.

Applicants with outstanding qualifications and/or experience may be hired above the bottom fourth (1/4) of their range. If an employee is hired above the bottom fourth of the pay range, he or she will not receive a pay increase upon the successful completion of probation unless any such increase was negotiated at the time of employment.

Annual Merit Review

The annual reviews for all non-union employees are conducted by their immediate supervisor, Village Administrator and/or Mayor annually. During this evaluation the job performance, as well as achievement of established goals, are reviewed for the preceding year. Each evaluation is then reviewed by the Department Head, Village Administrator and/or Mayor and then referred to Human Resources.

Human Resources will configure a matrix that will be used during the evaluation process. This matrix will suggest the general pattern of interrelationships between job performance, *salary range penetration* and the average increase approved by the Board of Trustees. This matrix would consist of a range based on the average increase approved by the Board of Trustees and would not exceed a range, that is 50% less than or 50% more than the approved average increase. This matrix would be further broken down into incremental steps. Any such increase shall take effect May first (5/1) for all non-union employees.

The following definitions describe the levels of performance indicated in the matrix:

Exceeded Expectations

Performance and behavior are outstanding and consistently exceed expected levels of achievement. The quality and quantity of work is performed with exceptional results. Clearly a unique performer.

Meets to Exceeds Expectations

Expected levels of performance achieved on a consistent and sustained basis. The quality and quantity meet or exceed the requirements of the position. Work is completed in a competent manner by a fully qualified performer.

Did Not Meet Expectations

While usually satisfying minimum requirements of the position, continuing efforts are needed to improve the quality and quantity of the work performed to fully meet expected achievement levels. This level includes employees who are new on a job and not yet fully qualified.

Job Re-Evaluations

(This section of the pay plan was put in abeyance by the Village Board of Trustees on April 8, 2008, pending review and possible revision)

The Village of Rantoul will establish and maintain a job evaluation plan to determine and acknowledge the relative ranking of all positions prior to the effective date of any merit increase as applicable. Although the job description or job description/specification is the primary source of information about a position, Human Resources may seek additional information about positions being evaluated from the incumbent, the immediate supervisor or others knowledgeable about the position.

Any evaluation or re-evaluation request shall be composed in memorandum form and shall contain a brief but comprehensive summary of why the request is being made.

In the event that there is a substantial change in the responsibilities and duties of an existing position, upon the Department Head's request, the request will be submitted to Human Resources for review and evaluation. At this time, the employee will be required to fill out a questionnaire about the current and new duties and responsibilities of the position. The questionnaire will be discussed with the Department Head and supervisor to verify accuracy. From this questionnaire, the point value will be determined and a pay grade assigned.

If it is determined by the newly filled out questionnaire that the point value has increased, but the points are still within the same salary grade that the position is currently in, the increase will be determined in the following manner:

Non-exempt = .1034 x point difference between previous questionnaire and new one

Exempt = .0303 x point difference between previous questionnaire and new one

The merit increase will be added onto the newly adjusted rate.

If the point value has increased and the points are in a higher pay grade, the employee(s) will receive a 5% increase for each grade or start at the minimum of the appropriate new grade, whichever is greater. The merit increase will be added onto the adjusted rate.

Shift Differentials

Shift Premium pay for the position of Dispatcher is as follows:

- 1.) An additional \$0.25 per hour for the second shift
- 2.) An additional \$0.35 per hour for the third shift

Such additional compensation or pay per hour shall not be added to any such Employee's base hourly rate of compensation to calculate pay increases. However, such pay will be used for the purpose of calculating overtime or any other compensable benefit.

Certification Pay

Each employee in the Management Information Systems department of the Village assigned to duties as a Computer Technician who becomes and continues to maintain certification status as outlined below, as evidenced by the either CompTIA or Microsoft, shall receive such additional compensation or pay per hour in such amount as is specified below for the applicable certification. Employees eligible for this premium shall be able to add only one additional premium per fiscal year.

<u>Certification</u>	<u>\$/hour</u>
CompTIA A+	\$0.50
MCP (Microsoft Certified Professional) (Exam 70-271 or 70-272)	\$0.50
MCDST (MS Certified Desktop Support Technician)	\$0.50

Each employee in the Public Works Department of the Village assigned to duties as an operator in the water, wastewater, or systems maintenance divisions who becomes and continues to maintain status as a "Certified Operator", as evidenced by a Certificate of Technical Competency issued by the Illinois Environmental Protection Agency, shall receive such additional compensation or pay per hour in such amount as is specified below for the applicable class of such certification as follows:

<u>Water</u>		<u>Wastewater</u>	
<u>Class</u>	<u>\$/hour</u>	<u>Class</u>	<u>\$/hour</u>
D	\$0.22	4	\$0.22
C	\$0.43	3	\$0.43
B	\$0.65	2	\$0.65
A	\$0.86	1	\$0.86

Certified gas welder pay equals an additional \$0.22/hour.

Such additional compensation or pay per hour shall not be added to any such Employee's base hourly rate of compensation to calculate pay increases. However, such pay will be added to base pay and used for the purpose of calculating overtime or any other compensable benefit.

Gas Apprentice Program Pay

Each employee in the Public Works Department of the Village assigned to duties as a Gas Technician in the gas division who completes the required training to achieve a Level 1 or Level 2 Certification under an Operator Qualification Training Program for a natural gas system as approved by the Director of Public Works shall receive compensation or pay per hour in such amount as is specified below:

Level 1 Certification: 90% of the midpoint of the hourly rate range for such position

Level 2 Certification: 95% of the midpoint of the hourly rate range for such position

Such compensation or pay per hour shall be in such amount as is equal to the applicable percentage of the midpoint hourly rate in effect when any such certification is achieved.

Fire Department Compensation

The compensation of the Fire Chief and all other members of the Fire Department is hereby established pursuant to Section 11.2(c) of Chapter 11 of the Village Code as follows:

<u>Position</u>	<u>Per Meeting Rate *</u>
Fire Chief	\$100.00
Assistant Fire Chief	\$60.00
Captain	\$50.00
Secretary-Treasurer	\$50.00
Firefighter	\$40.00

* There are two mandatory meetings each month. However, the Fire Chief may also call special meetings at other times as needed which will be paid at the same rate as a fire call appearance.

Fire Department dues in the amount of \$10.00 will be deducted from each Firefighters monthly paycheck.

In addition to the per meeting rate as set forth above, all members of the Fire Department shall receive \$20.00 per fire call appearance; provided, however, that in the event of a fire call appearance lasting more than four (4) hours which involves a significant event (e.g., a train derailment, environmental hazard, tornado or other severe or ice storm, as determined in the sole discretion of the Fire Chief or his or her designee), all members of the Fire Department making such appearance will receive an additional \$20.00 per hour for all time attributable to being on the scene for such appearance after the first four (4) consecutive hours of being at the scene, but

such time attributable to being on the scene shall not include any time for clean up, training or other duties not directly related to such significant event. Such additional amount per hour shall be paid in thirty (30) minute increments.

Incentive Retention Pay

All members of the Fire Department who have nine (9) or more years of continuous service in the Fire Department but have not attained the age of 59 ½ or more years will be eligible for incentive retention pay as follows:

Years of continuous service	Amount per year
9-13	\$500
14-18	\$750
19 or more	\$1,000

Longevity Pay for Police Officers

Any police officer in the Police Department other than a member of any collective bargaining unit who completes twenty (20) or more years of continuous employment as a police officer with the Village and has attained the required age to receive a pension shall be entitled to receive longevity pay in accordance with and subject to the following:

- (i) The amount of such longevity pay shall be an additional amount of annual wages per year equal to the applicable percentage of the amount of such annual wages for each such police officer position as is set forth below:

Sergeant	11.88%
Lieutenant	11.31%
Deputy Chief of Police	10.57%
Chief of Police	9.78%

- (ii) Such longevity pay shall be payable for only the compensable period of time covered by the pay period which includes such police officer's last day of employment in connection with his or her voluntary resignation in good standing.
- (iii) Such longevity pay shall be excluded from any such police officer's annual wages for the purposes of calculating compensation for all earned but unused vacation or for any other compensable leave as of such police officer's date of termination.

Payment of Benefits Upon Retirement

Any full-time employee (as defined in the Personnel Code) other than a member of any collective bargaining unit who is a "participating employee" within, and eligible to receive

benefits from, the Illinois Municipal Retirement Fund, completes (20) or more years of continuous employment with the Village, has attained the required age to receive a pension and is eligible to retire in good standing may elect to receive such compensation as may otherwise be due for any earned but unused compensatory time, any earned but unused vacation, any compensable accumulated but unused sick leave and any entitled but unused personal leave payable under this Article upon such full-time employee's termination of employment (the "**Termination Payment**"), in equal installments over the course of each pay period occurring during the four (4) month period immediately prior to such full-time employee's last day of employment, subject to the following:

- (i) To be eligible for such election, any such full-time employee shall submit an irrevocable retirement resignation to the Village, coupled with a written notice of such election, at least 140 days prior to such full-time employee's last day of employment; and
- (ii) Any such full-time employee making such election shall further agree in writing that in the event that the amount of the Termination Payment is subsequently reduced for any reason due either to the use of any earned compensatory time, earned vacation, accumulated sick leave or entitled personal leave or to any such last day of employment occurring earlier than the submitted resignation date after the Termination Payment is determined and any payment thereof has begun, that any such reduction shall be made in the applicable pay period during which any such used or last day of the employment occurs.

POSITION INFORMATION

As of May 1, 2015

Title	Salary Range	Officers	Bargaining Unit Employee	Essential Employee	Full-Time	Part-Time	Salaried	Hourly	Police Employee	Provisional Employee	Uniformed Employee (I)	Uniformed Employee (II)
Accty. Accounting/Financial Specialist	\$41,415 - \$67,123				1		X					
Accty. Accounting Specialist	\$10,180 - \$16,688				1			X				
Accty. Budget Analyst	\$47,415 - \$62,123				1			X				
Administrative Assistant	\$11,877 - \$18,799				1		X					
Airport Manager	\$47,083 - \$70,595				1		X					
Economic Development Director	\$54,583 - \$81,689	X			1		X					X
General Maintenance - Lead Mechanic	\$37,650 - \$56,476				2			X				X
General Maintenance - Mechanic	\$13,567 - \$22,644				1			X				X
General Maintenance - PRT Mechanic	\$13,567 - \$22,644				1			X				
General Development Specialist	\$37,650 - \$56,476				1		X					
Community Development Director	\$54,583 - \$81,689	X			1		X					
Controller	\$54,583 - \$81,689				1		X					
Executive Assistant	\$13,567 - \$22,644			X	1		X					
Facilities Resource Manager	\$47,083 - \$70,595				1		X					
Facilities Chief Inspector	\$54,583 - \$81,689	X			1			X				
Inspector - Inspector	\$15,931 - \$29,077				1			X				
Inspector - Property Maintenance Inspector	\$15,931 - \$29,077				1			X				
Inspector - Property Maintenance Assistant	\$11,877 - \$18,799				1			X				
Inspector - Rental Property Assistant	\$11,877 - \$18,799				1			X				
Inspector - Rental Property Inspector	\$13,567 - \$22,644				1			X				
ITIS - Computer Technician	\$11,877 - \$18,799				1		X					
ITIS - Network Administrator	\$41,415 - \$67,123				1		X					
Police Chief	\$56,808 - \$86,932	X			1			X				
Administrative Assistant	\$11,877 - \$18,799			X	1		X		X		X	
Police Deputy Chief	\$71,732 - \$79,956				5			X				
Police Dispatcher	\$13,567 - \$22,644				1			X				X
Police Dispatcher - PPT	\$13,567 - \$22,644				1			X				X
Recapitalization/Records Coordinator	\$13,567 - \$22,644			X	2			X	X		X	
Police Investigator	\$20,399 - \$25,777				2			X	X		X	
Police Lieutenant	\$52,211 - \$38,119				1		X					X
Police Operations Manager	\$41,415 - \$67,123		X		19			X	X		X	X
Police Paramedic	\$20,399 - \$25,443				6			X	X		X	
Police Sergeant	\$29,601 - \$31,677				1			X	X		X	
Police Sergeant - Investigations	\$30,003 - \$37,344				2			X				
PW - Administrative Assistant	\$15,931 - \$25,445				1			X				
PW - Administrative Support Supervisor	\$45,583 - \$61,689			X	1		X					X
PW - Assistant Director	\$54,583 - \$81,689				1		X					X
PW - Director	\$65,863 - \$98,032	X			1			X				X
PW - Elec. Superintendent/Mgr./Res. Elec.	\$6,031 - \$9,799		X	X	4			X				X
PW - Elec. Technician	\$25,005		X	X	2			X				X
PW - Elec. Forensic	\$27,005		X	X	1			X				X
PW - Elec. Systems Foreman	\$27,005		X	X	3			X				X
PW - Elec. Systems Technician	\$25,005		X	X	1			X				X
PW - Elec. Underground Specialist	\$22,005		X	X	1			X				X
PW - Engineering Information Tech	\$19,911 - \$29,077			X	1		X					X
PW - Gas HVAC & Safety Chief Op	\$47,083 - \$70,595			X	2			X				X
PW - Gas Technician	\$13,567 - \$22,644				2			X				X
PW - HVAC Technician	\$15,931 - \$25,445				1			X				X
PW - Pipefitter	\$15,931 - \$25,445				3			X				X
PW - Street Sanitation Operator	\$13,567 - \$22,644				1			X				X
PW - Street Sanitation Operator	\$11,877 - \$18,799				1		X					X
PW - Street Maintenance Foreman	\$18,101 - \$27,166			X	1		X					X
PW - Sys Maintenance Chief Operators	\$47,083 - \$70,595				6			X				X
PW - Sys Maintenance Operator/Mtr.	\$15,931 - \$25,445			X	1		X					X
PW - Wastewater Chief Operators	\$47,083 - \$70,595				1			X				X
PW - Wastewater Foreman	\$18,101 - \$27,166				7			X				X
PW - Wastewater Operator/Maintenance	\$13,567 - \$22,644				1		X					X
PW - Water Chief Operators	\$47,083 - \$70,595			X	1			X				X
PW - Water Operator/Maintenance	\$13,567 - \$22,644				6			X				X
Rec - Fitness Center Supervisor	\$13,567 - \$22,644				1		X					
Rec - Fitness/Adult Program Director	\$41,415 - \$67,123				1			X				
Rec - Ground Maintenance	\$11,877 - \$18,799				1		X					
Rec - Maintenance Supervisor	\$41,415 - \$67,123				1			X				
Rec - Office Supervisor	\$15,931 - \$25,445				1			X				
Rec - Service Worker	\$10,180 - \$16,688				1			X				
Rec - Youth Center Supervisor	\$10,180 - \$16,688				1			X				
Rec - Youth Programs Director	\$41,415 - \$67,123				2			X				
Rec - Youth Center Clerk	\$11,877 - \$18,799				1		X					
Rec - Youth Center Manager	\$37,650 - \$56,476				1		X		X			
Rec - Youth Center Cashier/Clerk	\$13,567 - \$22,644				1		X					
Rec - Youth Center Administrator	\$70,595 - \$118,697	X			1			X				

Village of Rantoul
 Compensation Structure
As of May 2009

Grade	Rate of Pay	\$ Minimum	\$ Midpoint	\$ Maximum	Position
12	E-Salary	\$86,426	\$108,032	\$137,000	Administrator
11	E-Salary	\$65,888	\$82,360	\$98,832	Police Director
10	E-Salary	\$54,593	\$68,241	\$81,889	Economic Dev Director Director City Dev Director Clerk Parks Asst. Director Parks Director
9	E-Salary	\$47,063	\$58,829	\$70,595	Manager Op Gas, HVAC, Safety Op -Sys. Mtn Op -Wastewater Op- Water Communication Coordinator Resources Manager
8	E-Salary	\$41,417	\$51,771	\$62,125	Plant/Financial Analyst Analyst Adult Program Director Finance Supervisor Parks Administrator Operations Manager Singing Manager Program Director
8	N-Hourly	\$19.91	\$24.89	\$29.87	Engineering Information Tech for Maintenance Foreman
7	E-Salary	\$37,656	\$47,070	\$56,484	Office Manager Mechanic
7	N-Hourly	\$18.10	\$22.63	\$27.16	Dev. Specialist Foreman Water Foreman

6	E-Salary	\$31,762	\$42,349	\$52,935	Web Developer
6	N-Hourly	\$15.27	\$20.36	\$25.45	Administrative Support Superv HVAC Technician Property Maintenance Inspec Recreation Office Manager Storekeeper Systems Maintenance Operator
5	N-Hourly	\$13.58	\$18.11	\$22.64	Dispatcher (FT & PPT) Engineering Information Aide Executive Admin. Assistant Gas Technician Mechanic (FT & PPT) Rental Property Inspector Senior Utility Cashier Clerk Street Equipment Operator Wastewater Operator Water Operator
4	N-Hourly	\$11.87	\$15.83	\$19.79	Administrative Assistant Computer Technician Community Services Officer Rental Property Assistant Street & Recreation Laborer Utility Cashier Clerk
3	N-Hourly	\$10.19	\$13.58	\$16.98	Accounting Specialist Fitness Center Supervisor Police Information Specialist Rec Services Worker Youth Center Supervisor

E=Exempt(salary)
N=Non Exempt (hourly)

2009 ANNUAL POLICE SALARIES

Position	61-120 Months	121-180 Months	Over 180 Months	Comment
Sergeant	\$29.80	\$30.70	\$31.61	On hold due to labor negotiations 3% increase over 2008 rate 3% increase over 2008 rate
Lieutenant		\$33.20	\$34.19	
Deputy Chief		\$73,884	\$76,122	

**2009 - 2010
Pay plan and Benefits program**



2009 - 2010 Pay plan

- 3.0 % Merit Increase budget *approved*
- *Methodology change:*
 - Merit Increase determined by matrix which considers:
 - performance evaluation rating/ penetration into salary range
- Compensation structure – *No adjustment*
- Updated, budgeted Position information - *attached*
- Certification, Fire Department compensation.
Police longevity pay – *remain same*

2009 - 2010 Benefits Program

- Medical Insurance
 - Village cost
 - 2009-10 = ~14% increase
 - Employee/Dependant cost
 - 2009-10 = ~ 6% increase
 - Medical Plan changes
 - Simplified reimbursement process
 - Minimal coverage changes

2009 - 2010 Benefits Program

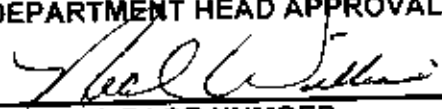

- Flexible Spending Account (FSA) "Credit Card"
 - Automatically withdraws from FSA account
- Continuation of Insurance, no cost increase:
 - Dental, Vision
 - Life
 - Legal
 - Disability*
- Open Enrollment
 - May 15th – June 15th
 - Health and Wellness Fair – June 3rd

**BOARD OF TRUSTEES
VILLAGE OF RANTOUL**

AGENDA ITEM

PAGE

OF

ITEM: Department Head Appointments	DEPARTMENT: Mayor																						
AGENDA SECTION:	AMOUNT:																						
ATTACHMENTS: <input type="checkbox"/> ORDINANCE <input type="checkbox"/> RESOLUTION <input type="checkbox"/> OTHER (See Summary) <input type="checkbox"/> SUPPORTING DOCUMENTS	DATE: May 5, 2009																						
SUMMARY HIGHLIGHTS: <table border="0"> <tr> <td>Annual Department Head Appointments</td> <td></td> </tr> <tr> <td> Administrator</td> <td>Bruce Sandahl</td> </tr> <tr> <td> Community Development</td> <td>Michael Loschen</td> </tr> <tr> <td> Comptroller</td> <td>Scot Brandon</td> </tr> <tr> <td> Economic Development Director</td> <td>Robert Bruce</td> </tr> <tr> <td> ESDA Coordinator</td> <td>Danny Russell</td> </tr> <tr> <td> Fire Chief</td> <td>Ken Waters</td> </tr> <tr> <td> Inspector</td> <td>Dan Culkin</td> </tr> <tr> <td> Police Chief</td> <td>Paul Farber</td> </tr> <tr> <td> Public Works Director</td> <td>Greg Hazel</td> </tr> <tr> <td> Recreation Superintendent</td> <td>Rich Thomas</td> </tr> </table>		Annual Department Head Appointments		Administrator	Bruce Sandahl	Community Development	Michael Loschen	Comptroller	Scot Brandon	Economic Development Director	Robert Bruce	ESDA Coordinator	Danny Russell	Fire Chief	Ken Waters	Inspector	Dan Culkin	Police Chief	Paul Farber	Public Works Director	Greg Hazel	Recreation Superintendent	Rich Thomas
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RECOMMENDED ACTION: Approve appointments																							
DEPARTMENT HEAD APPROVAL 	VILLAGE ADMINISTRATOR 																						
AGENDA PAGE NUMBER:																							

ORDINANCE NO. 2185

**AN ORDINANCE
REVISING THE ANNUAL BUDGET
(Airport and General Funds)**

**VILLAGE OF RANTOUL
CHAMPAIGN COUNTY, ILLINOIS**

CERTIFICATE OF PUBLICATION

Published in pamphlet form this 12th day of May, 2009, by authority of the President and Board of Trustees of the Village of Rantoul, Champaign County, Illinois.

Village Clerk

ORDINANCE NO. 2185

**AN ORDINANCE
REVISING THE ANNUAL BUDGET
(Airport and General Funds)**

WHEREAS, the annual budget for the fiscal year beginning May 1, 2008 and ending April 30, 2009 (the "**Annual Budget**") of the Village of Rantoul, Champaign County, Illinois (the "**Village**") was duly approved by the President and Board of Trustees (the "**Corporate Authorities**") of the Village under and pursuant to Ordinance No. 2133, passed and approved at a regular meeting on April 8, 2008; and

WHEREAS, the Corporate Authorities now desire to supplement and amend the Annual Budget in order to add to, delete, change or otherwise revise the Annual Budget by providing for certain transfers between or among the funds or accounts so designated or for certain authorized expenditures from unexpended balances or other additional revenues so designated; and

WHEREAS, funds are available to effectuate such revisions.

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND THE BOARD OF TRUSTEES OF THE VILLAGE OF RANTOUL, CHAMPAIGN COUNTY, ILLINOIS, as follows:

Section 1. Revision(s) to Annual Budget. The Annual Budget, as heretofore supplemented and amended, is hereby further supplemented and amended in order to add to, delete, change or otherwise revise the Annual Budget by providing for such transfers between or among the funds or accounts so designated or such authorized expenditures from the unappropriated balances or other additional revenues so designated, all as set forth in the form of the Budget Amendment document(s) (BA-FY-09-14 and 15), copies of which are attached hereto and hereby incorporated herein by this reference thereto.

Section 2. Effective Date. The provisions of this ordinance shall become effective ten (10) days after its passage, approval and publication as provided by law.

Section 3. Publication. The Village Clerk is hereby authorized and directed to cause this ordinance to be published in pamphlet form.

This ordinance is hereby passed, the "ayes" and "nays" being called, by the vote of two-thirds of the members of the Corporate Authorities then holding office at a regular meeting on the date set forth below.

PASSED this 12th day of May, 2009.

Village Clerk

APPROVED this 12th day of May, 2009.

Village President

ORDINANCE NO. 2186

AN ORDINANCE
SUPPLEMENTING THE ANNUAL BUDGET AND APPROVING A PAY
PLAN FOR CERTAIN FULL-TIME AND PERMANENT PART-TIME POSITIONS

WHEREAS, under and pursuant to Section 19.2.2, entitled "Compensation", of Article II, entitled "THE PERSONNEL FUNCTION", of CHAPTER 19, entitled "PERSONNEL", of the Village of Rantoul Code-1977, as supplemented and amended (the "Personnel Chapter"), a plan or schedule of compensation or pay for all full-time and permanent part-time positions, except bargaining unit positions (the "Pay Plan"), shall be approved by the President and Board of Trustees (the "Corporate Authorities") of the Village of Rantoul, Champaign County, Illinois (the "Village"), at the same time as the approval of the annual budget or as otherwise deemed necessary or appropriate; and

WHEREAS, under and pursuant to Ordinance No. 2182, AN ORDINANCE APPROVING THE ANNUAL BUDGET FOR FISCAL YEAR 2009-2010, the Corporate Authorities, on April 14, 2009, adopted the annual budget in and for the Village for the fiscal year beginning May 1, 2009 and ending April 30, 2009 (the "Annual Budget"); and

WHEREAS, in connection with the adoption of the Annual Budget, the Corporate Authorities of the Village now deem it necessary and appropriate to supplement the Annual Budget and to approve the Pay Plan, a copy of which has been presented to and is now before the meeting of the Corporate Authorities at which this Ordinance is adopted.

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF RANTOUL, CHAMPAIGN COUNTY, ILLINOIS, as follows:

Section 1. The Annual Budget is hereby supplemented to include the Pay Plan, the provisions of which are hereby authorized, approved and adopted as a part of the Annual Budget.

Section 2. Any provision of the Pay Plan, as authorized, approved and adopted by this Ordinance, shall supersede any provision of any pay plan established under any prior annual budget.

Section 3. This Ordinance shall become effective immediately upon its passage and approval as required by law.

This Ordinance is hereby passed, the "ayes" and "nays" being called, by the concurrence of a majority of the members of the President and Board of Trustees then holding office at a regular meeting on the date set forth below.

PASSED this 12th day of May, 2009.

Village Clerk

APPROVED this 12th day of May, 2009.

Village President