

**NOTICE OF  
SPECIAL MEETING OF  
COMMITTEE OF THE WHOLE**

Scheduled for  
Wednesday, April 10, 2019  
beginning at 6:15 p.m. in the

Council Chambers located at the  
Village Hall of Tinley Park  
16260 South Oak Park Avenue  
Tinley Park, Illinois

A copy of the agenda for this meeting is attached hereto and can be found at  
[www.tinleypark.org](http://www.tinleypark.org).

Kristin A. Thirion  
Clerk  
Village of Tinley Park

**MEETING NOTICE**  
**VILLAGE OF TINLEY PARK**  
**MEETING OF THE COMMITTEE OF THE WHOLE**

**NOTICE IS HEREBY GIVEN** that a Committee of the Whole Meeting of the Village of Tinley Park, Cook and Will Counties, Illinois will be held on Wednesday, April 10, 2019, beginning at 6:15 p.m. in Council Chambers, located in the Tinley Park Village Hall, 16250 South Oak Park Avenue, Tinley Park, Illinois 60477.

The agenda is as follows:

1. CALL MEETING TO ORDER.
2. CONSIDER APPROVAL OF THE MINUTES OF THE COMMITTEE OF THE WHOLE MEETINGS HELD ON FEBRUARY 26, 2019.
3. DISCUSS FIRE PAY PLAN.
4. DISCUSS PAY SCALE ORDINANCE.
5. DISCUSS GMP – FIRE STATION #47.
6. DISCUSS AMENDMENT TO HOLLYWOOD CASINO AMPHITHEATER LIQUOR LICENSE.
7. DISCUSS AMENDING THE LIQUOR CLASS FROM EV TO AV FOR FRATELLOS, 7101 183<sup>rd</sup> STREET.
8. RECEIVE COMMENTS FROM THE PUBLIC.

ADJOURNMENT

KRISTIN A. THIRION  
VILLAGE CLERK

**MINUTES**  
**Committee of the Whole**  
**February 26, 2019 – 6 p.m.**  
**Village Hall of Tinley Park – Council Chambers**  
**16250 S. Oak Park Avenue**  
**Tinley Park, IL 60477**

Members Present: B. Younker, President Pro-Tem  
M. Pannitto, Village Trustee  
W. Brady, Village Trustee  
C. Berg, Village Trustee  
J. Curran, Village Trustee

Members Absent: K. Thirion, Village Clerk  
M. Glotz, Village Trustee

Other Board Members Present: J. Vandenberg, President

Staff Present: D. Niemeyer, Village Manager  
P. Carr, Assistant Village Manager  
M. Walsh, Police Chief  
F. Reeder, Fire Chief  
C. Faricelli, Deputy Police Chief  
D. Persha, Police Sergeant  
S. Klotz, Deputy Fire Chief  
D. Riordan, Deputy Fire Chief  
B. Bettenhausen, Village Treasurer  
M. Zonsius, Assistant Village Treasurer  
K. Workowski, Public Works Director  
J. Urbanski, Assistant Public Works Director  
K. Mulqueeny, Streets Superintendent  
J. Cossidente, Water Superintendent  
T. Lusby, Facilities & Fleets Superintendent  
J. Fitzpatrick, Water Foreman  
P. Wallrich, Interim Community Development Director  
K. Clarke, Planning Manager  
P. Hoban, Economic Development Manager  
D. Framke, Marketing Director  
D. Maiolo, Human Resources Director  
M. Thomas, Information Technology Director  
L. Godette, Deputy Village Clerk  
H. Lipman, Management Analyst  
L. Valley, Executive Assistant to the Manager and Trustees  
R. Gibson, Senior Accountant  
E. Scholz, Senior Accountant  
C. Frankenfield, Staff Accountant  
L. Cooper, Finance  
L. Carollo, Commission/Committee Secretary

**Item #1** - The meeting of the Committee of the Whole was called to order at 6:02 p.m.

## Minutes

### Meeting of Committee of the Whole

February 26, 2019

**Item #2 – CONSIDER APPROVAL OF THE MINUTES OF THE COMMITTEE OF THE WHOLE MEETING HELD ON FEBRUARY 5, 2019**

– Motion was made by Trustee Berg, seconded by Trustee Brady, to approve the minutes of the Committee of the Whole meeting held on February 5, 2019. Vote by voice call. President Pro-Tem Younker declared the motion carried.

**Item #3 – REVIEW 2020 FISCAL YEAR BUDGET** – The Committee of the Whole Budget Review Meeting included an overview of the 2020 Fiscal Year Budget and presentations by the Fire Department; Public Works Department; Marketing Department; Economic Development and Community Development; Police Department; EMA/911 Department; Commissions, Manager's Office and Mayor's Office; Information Technology Department, the Clerk's Office and Finance Department.

M. Zonsius, Assistant Village Treasurer presented an overview of the 2020 Fiscal Year budget, which included current revenues and revenue trends, the Village's fiscal policy, funding of capital improvements and long-term capital plan, and reserves.

D. Niemeyer, Village Manager presented an overview of the major new, recurring and upcoming expenditures and noted recommendations, which included:

- General Fund Capital - Approximately \$5.34 million in General Fund Capital requests recommended for funding, excluding carryover items.
- Recommended Major Capital Expenditures - Downtown Plaza, intersection cameras, Fire Station #47, Wayfinding sign fabrication, LED street lighting replacement, Freedom Pond, PMP (Pavement Management Program), South Street infrastructure, Ridgeland sanitary sewer lining, communications infrastructure.
- Recommended Major New Expenditures
  - Personnel - Police, Marketing, IT intern, 911, Public Works and Fire Departments.
  - Fire Department new pay plan.
- Deferred Personnel Requests - Police, Fire, Public Works, IT, Planning, Administration Departments.
- Upcoming Major Expenditure Requests - Additional police staffing according to Staffing Study; staffing for plaza including Marketing, Public Works and Public Safety; Public Works building improvements and Fire Station #48.

Key Village financial issues to be addressed in FY-20 were also presented, which included:

- Increase water rates in FY-20.
- Village Board to consider debt for large capital improvements.
- Village Board to consider vehicle sticker program replacement with an alternative revenue source.

Trustee Curran asked if the Village has some debt retiring at the end of this year. B. Bettenhausen, Village Treasurer stated the 2012 refunding bond issue will retire December 2019, and if the Village would need to issue some debt, this would afford the Village approximately \$11 million in bonds for water and sewer, storm water and other general projects. Trustee Pannitto commended staff on an early start of the budget and budget presentation.

F. Reeder, Fire Chief presented an overview of the operational goals, capital and budget requests for the Fire Department. Mr. Reeder asked if the Committee of the Whole had questions. Trustee Curran asked about the fire house carryover amount. Mr. Reeder stated the carryover amount from 2018 is \$2.9 million, with a new request of \$2.8 million and the rest of the balance will be budgeted. Trustee Brady

## **Minutes**

### **Meeting of Committee of the Whole**

**February 26, 2019**

asked when the Village will be breaking ground on the fire house and Mr. Reeder stated hopefully soon; the project is on schedule and construction could possibly begin in April. D. Maiolo, Human Resources Director provided highlights of the new Fire Pay Plan. Ms. Maiolo asked the Committee of the Whole if there were any questions. Trustee Pannitto asked if the Fire Pay Plan presented is an overall plan ultimately to be approved by the Village Board. Mr. Niemeyer stated his recommendation would be to present the plan at the Committee meetings, along with Committee recommendations and then to present the plan to the Village Board for approval. Trustee Curran asked if the dollar amounts given included benefits along with salary, and Ms. Maiolo stated they are salary amounts, however, more detailed data will be provided.

K. Workowski, Public Works Director presented an overview of various upcoming road projects and the Water Department. J. Urbanski, Assistant Public Works Director presented the General Fund capital requests for Streets and Facilities and Fleet. Trustee Curran asked if striping could be placed indicating a school zone to alert drivers to reduce speed. Mr. Workowski stated the Village engineers have been working with K. Clarke, Planning Manager on school zone safety and will continue to focus on school safety.

D. Framke, Marketing Director presented an overview of major initiatives within the Marketing Department. Ms. Framke stated the planning component of the Wayfinding sign program was approved within the budget. Trustee Berg asked if the Marketing Department is working with the park district in incorporating the two (2) Special Events coordinators. Ms. Framke stated there have been discussions in incorporating potentially exercise programming and discussions will continue with the park district. B. Younker, President Pro-Tem asked if the Committee of the Whole had any other questions. No one came forward.

P. Wallrich, Interim Community Development Director presented an overview of goals and capital requests for the Community Development Department. Ms. Wallrich stated the plan for the building permit software is to have staff trained and the software launched in spring. Ms. Wallrich asked if the Committee of the Whole had questions. No one came forward.

M. Walsh, Police Chief presented an overview on personnel and capital requests. Mr. Walsh stated the goal is to implement the Staffing Study recommendations to have more of a police presence and community engagement. Trustee Brady asked if the addition of police officers is satisfying the Village's needs and Mr. Walsh stated currently the department has not added personnel per the Staffing Study recommendations; three (3) police officers are still needed from last year and two (2) per the FY-20 budget. Trustee Brady asked if the Village has vehicles for the administrative sergeant and commander, and Mr. Walsh stated there is a request for vehicles for the administrative sergeant and commander. Trustee Brady stated there are many items for the Police and Fire Departments that are deferred within the Village budget and emphasized the importance of incorporating these items into the budget for continued public safety. Trustee Younker asked if it was possible to do a lateral hire to bring officers in with experience, and Mr. Walsh stated he does not think with the Civil Service Commission it is allowed at this time. B. Younker, President Pro-Tem asked if the Committee of the Whole had any other questions. No one came forward.

P. Carr, Assistant Village Manager/Director of EMA/911 Communications presented an overview and capital request for the EMA/911 Department. The department is looking forward to operating with three (3) additional dispatchers once training is completed. If operating with full staff in August, the EMA/911 Department will eliminate the dispatcher Kurtz Ambulance currently provides, which is an expense of over \$200,000.

D. Niemeyer presented an overview of the Commissions, Manager's Office and Mayor's Office budget.

**Minutes  
Meeting of Committee of the Whole  
February 26, 2019**

M. Thomas, Information Technology Director presented an overview of key goals and budget for the IT Department. Mr. Thomas asked if the Committee of the Whole had any questions. Trustee Pannitto asked about public infrastructure for WIFI and if it is a big expense. Mr. Thomas stated it can be a big expense depending on how it is structured; however, with Village equipment, the Village should be able to provide this service in public spaces. Trustee Younker asked Mr. Carr if the Village has equipment in the Public Safety building basement, and Mr. Carr stated the design phase has begun to move the equipment from the basement to the main floor of the Public Safety building.

L. Godette, Deputy Village Clerk discussed a capital budget request of a citizen participation tool in the amount of \$43,000. A request was also made of \$3,000 to improve the Village's codification of ordinances in order to provide the public with a more accurate record. Trustee Pannitto asked how the citizen participation tool would work and if there is much staff time involved. Ms. Godette stated citizens would be able to comment on agenda items, ask questions to the appropriate staff and the Village would be able to communicate with citizens more effectively and there would not be much more staff time involved. Ms. Godette asked if the Committee of the Whole had any other questions. No one came forward.

M. Zonsius presented an overview of the Finance Department budget, (Tax Increment Funding) TIF projects and other placeholder items not otherwise specified to a department. Of note, in the next 2-3 years the Village will need to purchase an enterprise-type fund software program, which could cost \$500,000 to \$1 million.

B. Bettenhausen presented next steps involved in the Public Hearing Board approval.

Trustee Curran asked how the Village will address shortfalls in capitals at this point as capital outlay is higher than revenue. Mr. Bettenhausen stated a portion of the capital each year is funded from the excess of revenues over expenses at close of the fiscal year and there may be reserves that have accumulated from years prior.

Trustee Curran thanked staff for their hard work on the budget.

B. Younker, President Pro-Tem asked if the Committee of the Whole had any other questions. No one came forward.

**Item #4 – RECEIVE COMMENTS FROM THE PUBLIC** - No comments from the public.

**ADJOURNMENT**

Motion was made by Trustee Berg, seconded by Trustee Curran, to adjourn this meeting of the Committee of the Whole. Vote by voice call. President Pro-Tem Younker declared the motion carried and adjourned the meeting at 7:40 p.m.

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# Interoffice Memo

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**Date:** April 3, 2019  
**To:** Mayor and Village Board  
**From:** David Niemeyer, Village Manager  
**Subject:** Fire Pay Plan

While the Village has strived to ensure that compensation is commensurate overall with the market, Fire positions have been historically categorized as single pay rates on the Village Pay Ordinance. As such, these positions had experienced a pay increase as a result of:

- one year completion (from Probationary Firefighter to Firefighter);
- upon promotion (from Firefighter to Engineer); and/or
- upon Village Board approval of annual market wage adjustment.

The Village's initial pay study conducted by NIU in 2006 focused on a pay plan that did not include Fire suppression staff, therefore, the issue was revisited following the implementation of the updated Village Pay Plan that became effective in October 2018. To that end, the Fire Department and Human Resources evaluated the data provided by PayPoint HR and also verified current market data collection and analysis. The result is the recommended Fire Pay Plan in accordance with the Village's Strategic Plan.

One of the challenges was to identify true market comparable communities. Because our Fire Suppression team is part-time, their variable schedule employee status makes that difficult as there are limited numbers of communities with a true match. For example, data collection revealed that some communities require EMT (Emergency Medical Technician) Basic or Paramedic; or Engineer certification. Tinley Park currently does not require these certifications for our Firefighters.

Relatedly, a trending challenge to recruitment has been the rise in number of full-time positions in other communities that prohibit secondary employment within another firehouse during the one year probation period. In 2018, HR processed nine (9) requests for leave of absence for this reason. These positions remained filled, but essentially "on hold" until the Firefighter fulfills his/her commitment.

## **Recommendations**

Implementation of Fire Pay Plan effective May 1, 2019 incorporating the following:

- 1. Ten (10) Step Paygrade and Step Structure** --Format similar to the Village Pay Plan. Step and/or Market Wage/COLA eligible; Plan structure has 2% increases between each full step within paygrade for each position;
- 2.** Positions have been plotted onto the new plan and include **rate increases in first year** for some positions. Entry/"Step A" pay rates for Lieutenants, Captains, and Assistant Chiefs were increased/aligned to market data and also to compel employees' interest in promoting within the department.
- 3. Seniority** - Some Fire suppression staff have been with the Department for 20 years or more. Recommend that these individuals be placed one step higher than all others in same position, as of the effective date of the new pay plan, May 1, 2019. This is an update to the initial proposal, in response to feedback from the department during pay plan discussion meetings.
- 4. Merit pay** - As of May 1, 2019, pay increases for the part time positions of Assistant Chief and Deputy Chief would be subject to the "Merit Only" increase cap approved annually by the Village Board, based on successful performance evaluation. Following the first year of the proposed plan, those in non-management positions who receive a successful evaluation will have opportunity to move up to 1 full step increase within the same paygrade if he/she meets excellent criteria in all relevant evaluation categories.
- 5. Education Stipend program** – As of May 1, 2019, currently budgeted education stipend would be replaced (approximately \$75,000/annually) with provision for step increase opportunity following successful performance evaluation. Ideally, this evaluation system would be used to support the internal promotion process as well.
- 6. Acting Rank Pay Program changed** – Current fire suppression staff are paid the same hourly rate as that of the acting up position. This is no longer possible due to multiple step pay structure of new plan; high costs associated and inability to process in payroll systems. As of May 1, 2019, variable additional hourly pay amounts will be added to the Fire Suppression employees' current pay, based on the acting rank role being enacted. See Exhibit 6, which has slightly reduced rates for two "Acting Up" roles as compared to the previous documentation provided.

## **Estimated Costs of Fire Pay Plan**

Cost of Plan prior to EDU allocation (rounded)	Allocation	Net estimated cost of Plan
Year 1 estimate: \$78,700	Allocation of EDU funds: \$75,000	Year 1: \$3700
Year 2 estimate: \$162,400	Allocation of EDU funds: \$75,000	Year 2: \$87,500
Year 3 estimate: \$266,500	Allocation of EDU funds: \$75,000	Year 3: \$191,500
Year 4 estimate: \$380,000	Allocation of EDU funds: \$75,000	Year 4: \$305,500

**Total Cumulative cost for first four yrs.** = approximately \$590,000

This represents NET estimated cost, after subtracting Allocated Education Stipend Funds (\$75,000 annually), and **includes** estimated costs for IMRF and ICMA.

Actual costs would likely be lower than this.

These estimated costs were developed assuming:

- 2.5% Market/COLA increase was applied for each year, for positions other than Assistant Chief and Part time Deputy Chief; estimated non-step annual increases for Asst. Chiefs and Deputy Chief included in calculations;
- Open positions (not yet filled) in respective categories are included;
- Anticipated hours worked, overtime, and multiple types of acting rank and holiday pay are including in our estimated costs (based on past year's hours data) for each position;

Information contained in Exhibits attached, please note that Exhibits 2, 4, and 5 have minor adjustments, applying recommended 2.5% COLA increase to all paygrades\*\*:

- **Exhibit 1** shows Part time Firefighter comparative Market Data. Where the comparable community's rate is dependent on EMT certification, the rate is highlighted in **yellow**. This document has been reviewed and updated with current, proposed Tinley Park pay ranges.
- **Exhibit 2\*\*** shows percentage increase for these positions in the first year, and detailed comparisons to market comparable data, for FY 2020.
- **Exhibit 3** shows estimated cost detail. Totals prior to rounding up are on the last page. Updated to reflect new 20+ seniority recommendation.
- **Exhibit 4\*\***: shows FY2020 hourly rates for Fire Suppression.
- **Exhibit 5\*\***: shows the overview of recommended pay ranges in comparison to market data.
- **Exhibit 6**: shows Acting Rank pay recommendation. Two of the Acting rank pay amounts are slightly lowered (FF acting as Engineer, and Engineer acting as Officer).

Thank you for your consideration.

Rank	Algonquin	Homewood	Lansing	Flossmoor	Hanover Park	Crestwood	Geneva	So. Chgo. Hgts	Westmont	McHenry Township	Tinley Park-CURRENT (1 Step Plan)	Tinley Park-PROPOSED FY2020 (Range)	IF HIGHLIGHTED IN YELLOW, EITHER EMT-B OR EMT-P IS REQUIRED TO PAY AT RATE LISTED
<b>CERTIFIED</b> Firefighter ( <b>NO</b> EMT-B or EMT-P required) - <b>POST Probation</b>			\$13.58	\$21.00			\$20.90	15.43-16.91	16.11-21.97	\$14.08	\$19.04	\$18.76 - \$22.42	Westmont rates based on EMT or PM license. Flossmoor pays the same without FAE, but <b>HIGHLY PREFERS IT, REQUIRES EMT LICENSE.</b> For Tinley Proposed Range, those currently in position start at Step C in range
Firefighter (EMT-B or EMT-P required) <b>EXCEPT TINLEY PARK</b>	15.95-16.92	\$20.00	15.10-16.54	\$21.00	\$17.45	15.89, 16.66, 17.68	21.54-31.54		22.66-25.89	{0-1yr: 15.60; 1-2yrs: 16.84; 2-3yrs:18.03; 3-4yrs: 19.22; 4-5yrs: 19.63} [0-1yr.: 19.22; 1-2yrs: 19.80; 2-3yrs:20.39; 3-4yrs: 21.63; 4-5yrs: 22.11]	\$19.04	\$18.76 - \$22.42	Crestwood, Westmont, Geneva, Lansing & Hanover Park rates based on EMT or PM license. <b>McHenry rates in orange font are for those with EMT-P</b> , as compared to those with EMT-B license. Algonquin higher rate based on EMT-P. <b>Most communities require FAE and/or other qualification to drive Fire Engine</b> Flossmoor has high preference for FAE and FFIII certification for applicants. For Tinley Proposed Range, those currently in position start at Step C in range
Engineer				\$21.00		16.40, 17.94, 18.71			22.66-25.89		\$20.77	\$20.87 - \$24.94	Crestwood Engineer rates based on EMT or PM license, top rate is for Chief Engineer. Flossmoor has high preference for FAE and FFIII certification for applicants. For Tinley Proposed Range, those currently in position start at Step B in range
Lieutenant			\$17.37	\$21.00		18.19-18.45			26.70-28.85	26.41, 26.91, 27.41, 27.91, 28.41, 29.41	\$21.67	\$22.86 - \$27.31	Crestwood & Lansing rates based on EMT or PM license.
Captain/ Officer				\$27.25		\$19.22			29.70-31.86	28.14, 28.64, 29.14, 29.64, 30.14, 31.14	\$22.80	\$24.19 - \$28.91	Flossmoor receives annual stipend in addition to Hourly rate. <b>McHenry rate still current/accurate. Average calculation included Tinley Current rate Only.</b>
Asst. Chief						\$19.73			35.70-42.85	31.14, 31.64, 32.14, 32.64, 33.14, 34.14	\$25.96	\$28.30 - \$33.82	Rate listed for Crestwood is "Division Chief". Rates listed for McHenry reflect Acting Up rate for Captain as Battalion Chief. Average calculation included Tinley Current rate Only. For Tinley Proposed Range, those currently in position start at Step B in range
Deputy Chief Operations (PT)						\$28.70			\$51.18		\$38.37	\$39.43 - \$47.12	For Tinley Proposed range, AVM and VM recommend start at \$42.47

**FY 2020 Fire Pay Plan - Market Comparison:CURRENT FIRE/ENGINEER RATE AT STEP C - KEEPING 2% DIFFERENCE BETWEEN EACH FULL STEP INCREASE**

<b>Positions SHOWN BELOW</b>	<b>Current Plan Min Hrly Rate w/2.5%</b>	<b>Current Plan Max Hrly Rate w/2.5%</b>	<b>Proposed STEP A Hourly Rate, FY 2020 (presumes 2.5% COLA)</b>	<b>% Increase in FIRST year of Plan compared to Current Plan</b>	<b>Proposed STEP A is ___% Higher or LOWER vs. Market Minimum</b>	<b>Proposed STEP A is ___% Higher or LOWER vs. Market 60th Perc.</b>	<b>MIDPOINT of Proposed Range is ___% Higher or LOWER vs Market 60% Perc.</b>	<b>Proposed Max./ STEP J Hourly Rate, FY 2020</b>	<b>Proposed Maximum is ___% Higher or LOWER vs. Market Maximum</b>	<b>Avail. Market Data: Minimum Hourly Rate</b>	<b>Avail. Market Data: 60th Percentile</b>	<b>Avail. Market Data: Maximum Hourly Rate</b>
Non-Certified Firefighter	\$8.46	\$8.46	\$8.46	0%				\$8.46				
Probationary Certified Firefighter	\$15.70	\$15.70	\$15.70	0%	11.51%	6.95%	6.95%	\$15.70	0.13%	\$14.08	\$14.68	\$15.72
Certified Firefighter (Post Probation): EMT NOT required	\$19.52	\$19.52	\$18.76	0%	28.3%	10.94%	21.29%	\$22.42	11.21%	\$14.62	\$16.91	\$20.16
Certified Firefighter ( <b>Post Probation-EMT Required outside of Tinley Park</b> )	\$19.52	\$19.52	\$18.76	0%	13.42%	4.21%	4.91%	\$22.42	4.09%	\$16.54	\$19.55	\$21.54
Engineer	\$21.29	\$21.29	\$20.87	0%	15.37%	0.19%	9.13%	\$24.94	11.69%	\$18.09	\$20.91	\$22.33
Lieutenant	\$22.21	\$22.21	\$22.86	2.93%	17.41%	17.72%	7.73%	\$27.31	3.30%	\$19.47	\$26.91	\$28.21
Captain	\$23.37	\$23.37	\$24.19	3.51%	12.65%	22.12%	11.68%	\$28.91	4.25%	\$27.25	\$29.54	\$30.14
Assistant Fire Chief	\$26.61	\$26.61	\$28.30	6.35%	6.36%	15.69%	5.82%	\$33.82	1.86%	\$30.10	\$32.74	\$34.45
Deputy Fire Chief (Part Time)***	\$39.52	\$40.72	\$39.43	0.26%	14.29%	6.39%	2.77%	\$47.12	2.03%	\$34.50	\$41.95	\$46.18

\*\*\*Only two (2) other communities found with Part time Deputy Chief positions, BOTH Asst. Chief and Dep. Chief evaluated for increase based on Merit only as of FY2020.

**SEE EXHIBIT 6 FOR ALL ACTING RANK STIPEND AMOUNT RECOMMENDATIONS**

RECOMMENDATIONS: STEP C IN PAYRANGE IS STARTING RATE FOR CURRENTLY ACTIVE POST-PROBATION FIREFIGHTERS
STEP B IN PAYRANGE IS STARTING RATE FOR CURRENTLY ACTIVE ENGINEERS
STEP B IN PAYRANGE IS STARTING RATE FOR CURRENT ASSISTANT CHIEF AT START OF PAY PLAN



EXHIBIT 3

FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN (EXHIBIT 3)

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
ADKINS	DAVID	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$587.63	\$21.33	\$1,204.65	\$22.30	\$1,883.80	\$3,676.08			1470
BELLIVEAU	MICHAEL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
BERAN	ROBERT	FIREFIGHTER - IMRF	\$19.91	\$538.20	2%	\$20.81	\$1,122.80	\$21.76	\$1,752.52	\$22.74	\$2,406.73	\$5,820.25			1400
BROOKS	TIMOTHY	FIREFIGHTER - IMRF	\$19.91	\$405.60	2%	\$20.81	\$1,010.52	\$21.76	\$1,577.27	\$22.74	\$2,166.06	\$5,159.45			1260
BULVAN	MARK	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$611.62	\$21.33	\$1,253.82	\$22.30	\$1,960.69	\$3,826.13			1530
BUTERA	ANTHONY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$279.83	\$21.33	\$573.64	\$22.30	\$897.05	\$1,750.52			700
DALUGA	JOSEPH	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$251.84	\$21.33	\$516.28	\$22.30	\$807.34	\$1,575.46			630
DONLAN	THOMAS	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$207.87	\$21.33	\$426.13	\$22.30	\$666.38	\$1,750.52			520
EMMANOUILDIS	ALEXANDER	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$767.52	\$21.33	\$1,573.42	\$22.30	\$2,460.48	\$5,825.47			1920
FEINBERG	JEREMY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$939.41	\$21.33	\$1,925.80	\$22.30	\$3,011.52	\$6,514.42			2350
FITZMAURICE	LIAM	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$503.69	\$21.33	\$1,032.55	\$22.30	\$1,614.69	\$4,745.15			1260
FORD	FREDERICK	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$527.67	\$21.33	\$1,081.72	\$22.30	\$1,691.58	\$3,300.97			1320
GARREN	SHANE	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$931.42	\$21.33	\$1,909.41	\$22.30	\$2,985.89	\$6,351.87			2330
GRZESZKIEWICZ	STEVEN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$115.93	\$21.33	\$237.65	\$22.30	\$371.63	\$725.21			290
GUZY	DANIEL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
HAAGA	JOSEPH	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$467.71	\$21.33	\$958.80	\$22.30	\$1,499.35	\$3,042.15			1170
HAJKOWICZ	ERIK	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$335.79	\$21.33	\$688.37	\$22.30	\$1,076.46	\$2,100.62			840
HOOGERVORST	BRIAN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$707.56	\$21.33	\$1,450.49	\$22.30	\$2,268.25	\$6,189.32			1770
IWANAGA	JEFFREY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
JOHNSON	MATTHEW	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
KADABA	ASHWIN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
KRIVANEC	SHANE	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
KRUG	CHARLES	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
KUSHNER	MICHAEL	FIREFIGHTER - IMRF	\$19.91	\$405.60	2%	\$20.81	\$1,186.96	\$21.76	\$1,852.66	\$22.74	\$2,544.26	\$5,989.48			1480
KUSHNER	JEFFREY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$359.78	\$21.33	\$737.54	\$22.30	\$1,153.35	\$2,250.66			900
LUDKE II	RANDY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$479.70	\$21.33	\$983.38	\$22.30	\$1,537.80	\$3,000.88			1200

EXHIBIT 3

FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN (EXHIBIT 3)

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
MEMMESHEIMER	LAURA	FIREFIGHTER IMRF	\$19.52	\$0.00		\$20.41	\$551.66	\$21.33	\$1,130.89	\$22.30	\$1,768.47	\$3,451.02			1380
MERRICK	JONATHON	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$391.76	\$21.33	\$803.10	\$22.30	\$1,255.87	\$4,251.25			980
MILAZZO	MICHAEL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$615.62	\$21.33	\$1,262.01	\$22.30	\$1,973.51	\$3,851.14			1540
NAGLE	JOHN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$359.78	\$21.33	\$737.54	\$22.30	\$1,153.35	\$2,250.66			900
QUILTY JR	MICHAEL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$643.60	\$21.33	\$1,319.37	\$22.30	\$2,063.21	\$4,532.59			1610
REYES	PAUL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$659.59	\$21.33	\$1,352.15	\$22.30	\$2,114.47	\$4,126.22			1650
ROEMER	BRADLEY	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$307.81	\$21.33	\$631.01	\$22.30	\$986.75	\$4,213.74			770
SARHAGE	SEAN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$643.60	\$21.33	\$1,319.37	\$22.30	\$2,063.21	\$4,251.25			1610
SCANLON	REBECCA	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$599.63	\$21.33	\$1,229.23	\$22.30	\$1,922.25	\$3,751.11			1500
SMULEVITZ	JOSEPH	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$387.76	\$21.33	\$794.90	\$22.30	\$1,243.05	\$2,425.72			970
STANTON	MICHAEL	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
STARKMAN	WAYNE	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
THOMSON	NATHAN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
TRIEMSTRA	NICOLAS	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$699.56	\$21.33	\$1,434.10	\$22.30	\$2,242.62	\$4,376.29			1750
UTHE	STEVEN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
VALSECCHI	GIANNI	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$415.74	\$21.33	\$852.27	\$22.30	\$1,332.76	\$2,600.77			1040
WICK	JONATHAN	FIREFIGHTER - IMRF	\$19.52	\$0.00		\$20.41	\$551.66	\$21.33	\$1,130.89	\$22.30	\$1,768.47	\$3,451.02			1380
Estimated Total hours worked Acting Engineer	10200	Hrly Rate + Addtl. Stipend for FF working as Engineer	\$21.22	-\$706.35		\$22.11	\$2,919.94	\$23.03	\$6,738.83	\$24.00	\$10,977.35	\$19,929.77		\$2,371.64	
		Calculation only	\$217,150.35			\$222,579.11		\$228,143.59		\$233,847.18					
Estimated Total hours worked: FF as Acting Officer	500	Hrly Rate + Addtl. Stipend for FF working as Officer	\$22.27	\$29.13		\$23.16	\$195.35	\$24.08	\$370.73	\$25.05	\$566.39	\$1,161.60		\$138.23	
		Calculation only	\$11,105.88			\$11,383.52		\$11,668.11		\$11,959.81					
Holiday Acting Engineer Pay (FF acting as ENG on Holiday)	210	DOUBLE Acting engineer rate of pay	\$42.44	\$0.00		\$44.22	\$120.23	\$46.06	\$277.48	\$48.00	\$452.01	\$849.72		\$101.12	
		Calculation only	\$8,941.80			\$9,165.02		\$9,394.15		\$9,629.00					
FIREFIGHTER HOLIDAY PAY	2096.5	DOUBLE FIREFIGHTER HOURLY RATE OF PAY		\$0.00		\$85,569.70	\$1,676.15	\$89,426.99	\$3,436.11	\$93,513.98	\$5,373.33				
		Calculation only				\$83,893.54		\$85,990.88		\$88,140.65					
KOPYCINSKI	MICHAEL	ENGINEER-FIRE	\$21.29	\$0.00		\$22.25	\$25.88	\$23.27	\$54.26	\$24.33	\$84.05	\$164.18			60
O'DETTE	JOSEPH	ENGINEER-FIRE	\$21.71	\$147.26	2.0%	\$22.70	\$308.79	\$23.73	\$478.31	\$24.81	\$659.88	\$1,594.24			350
OFTEDAHL	BRETT	ENGINEER-FIRE	\$21.29	\$0.00		\$22.25	\$53.91	\$23.27	\$113.04	\$24.33	\$175.10	\$342.04			125
RICHEY	WILLIAM	ENGINEER-FIRE	\$21.71	\$298.73	2%	\$22.70	\$623.75	\$23.73	\$967.72	\$24.81	\$1,337.50	\$3,227.70			710
TONRA JR.	THOMAS	ENGINEER-FIRE	\$21.29	\$0.00		\$22.25	\$103.50	\$23.27	\$217.04	\$24.33	\$336.18	\$656.73			240
TURNER JR.	WILLIAM	ENGINEER-FIRE	\$21.29	\$0.00		\$22.25	\$172.51	\$23.27	\$361.73	\$24.33	\$560.31	\$1,094.54			400

EXHIBIT 3

FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN (EXHIBIT 3)

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
BEST	TIMOTHY	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$534.77	\$23.27	\$1,121.36	\$24.33	\$1,736.95	\$3,393.09			1240
BLOMBERG	THOMAS	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$452.83	\$23.27	\$949.54	\$24.33	\$1,470.80	\$2,873.18			1050
CASNER	ADAM	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$702.97	\$23.27	\$1,474.05	\$24.33	\$2,283.25	\$4,460.27			1630
DE ADAM	ANTHONY	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$901.35	\$23.27	\$1,890.04	\$24.33	\$2,927.60	\$6,211.54			2090
DONNELLY JR.	THOMAS	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$556.34	\$23.27	\$1,166.58	\$24.33	\$1,806.99	\$3,529.90			1290
DUFFY	JOHN	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$332.08	\$23.27	\$696.33	\$24.33	\$1,078.59	\$2,107.00			770
GILGENBERG	MICHAEL	ENGINEER-FIRE IMRF	\$21.71	\$370.26	2.0%	\$22.70	\$776.40	\$23.73	\$1,202.61	\$24.81	\$1,659.12	\$4,008.39			880
GRANT	DANIEL	ENGINEER-FIRE IMRF	\$21.29	\$0.82		\$22.25	\$470.08	\$23.27	\$985.71	\$24.33	\$1,526.83	\$2,983.45			1090
GRECO	JOSEPH	ENGINEER-FIRE IMRF	\$21.71	\$656.37	2.0%	\$22.70	\$1,370.49	\$23.73	\$2,126.25	\$24.81	\$2,938.74	\$7,091.85			1560
HOOPES	ANYAETTA	ENGINEER-FIRE IMRF	\$21.29	\$1.87		\$22.25	\$1,073.86	\$23.27	\$2,251.77	\$24.33	\$3,487.91	\$7,000.11			2490
MARIANOVICH	PETER	ENGINEER-FIRE IMRF	\$21.71	\$339.12	2.0%	\$22.70	\$708.09	\$23.73	\$1,098.56	\$24.81	\$1,518.35	\$4,654.20			806
MILLERICK	BRIAN	ENGINEER-FIRE IMRF	\$21.71	\$631.13	2.0%	\$22.70	\$1,317.78	\$23.73	\$2,044.47	\$24.81	\$2,825.71	\$6,819.09			1500
O'DWYER	PATRICK	ENGINEER-FIRE IMRF	\$21.71	\$1,157.06	2.0%	\$22.70	\$2,415.93	\$23.73	\$3,748.20	\$24.81	\$5,180.47	\$14,234.28			2750
PETERS	ERIC	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$1,190.30	\$23.27	\$2,495.94	\$24.33	\$3,866.11	\$8,763.19			2760
RAGO	MARK	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$224.26	\$23.27	\$470.25	\$24.33	\$728.40	\$1,422.91			520
RONEY	NORMAN	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$1,233.43	\$23.27	\$2,586.37	\$24.33	\$4,006.19	\$9,714.08			2860
RUSS	CHARLES	ENGINEER-FIRE IMRF	\$21.71	\$403.92	2.0%	\$22.70	\$843.38	\$23.73	\$1,308.46	\$24.81	\$1,808.45	\$4,364.21			960
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040

EXHIBIT 3

FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN (EXHIBIT 3)

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
HIRE OR TRANSFER	ENGINEER	ENGINEER-FIRE IMRF	\$21.29	\$0.00		\$22.25	\$448.52	\$23.27	\$940.50	\$24.33	\$1,456.80	\$2,845.81			1040
Estimated Total hours worked Acting Officer	3300	Hrly Rate + Addtl. Stipend for Eng working as Officer <i>Calculation only</i>	\$22.79 \$73,298.78	\$1,908.23		\$23.75 \$75,131.24	\$3,252.83	\$24.77 \$77,009.53	\$4,735.91	\$25.83 \$78,934.76	\$6,294.20	\$16,191.17		\$1,926.75	
Holiday Acting Officer Engineer Pay	105	DOUBLE Acting Officer rate of pay <i>Calculation only</i>	\$45.58 \$4,664.47	\$121.43		\$47.51 \$4,781.08	\$207.00	\$49.54 \$4,900.61	\$301.38	\$51.65 \$5,023.12	\$400.54	\$1,030.35		\$122.61	
ENGINEER HOLIDAY PAY	1462		\$62,251.96	0		\$65,067.04	\$1,261.03	\$68,045.41	\$2,644.25	\$71,132.03	\$4,095.84				
			\$62,249.77			\$63,806.01		\$65,401.16		\$67,036.19					
FOREMAN	DENNIS	LIEUTENANT-FIRE	\$23.31	\$658.95	5.0%	\$24.37	\$964.47	\$25.48	\$1,284.86	\$26.64	\$1,633.59	\$4,541.87			600
GUDYKA	BRYAN	LIEUTENANT-FIRE	\$22.86	\$207.44	2.9%	\$23.89	\$360.23	\$24.98	\$527.25	\$26.11	\$702.39	\$1,797.30			320
OPEN	OPEN	LIEUTENANT-FIRE	\$22.86	\$388.95	2.9%	\$23.89	\$675.42	\$24.98	\$988.59	\$26.11	\$1,316.98	\$3,369.94			600
BARRY	JOHN	LIEUTENANT-FIRE IMRF	\$22.86	\$864.50	2.9%	\$23.89	\$1,499.58	\$24.98	\$2,193.81	\$26.11	\$2,921.82	\$7,479.70			1330
BOHLSSEN	NICHOLAS	LIEUTENANT-FIRE IMRF	\$22.86	\$845.00	2.9%	\$23.89	\$1,465.75	\$24.98	\$2,144.33	\$26.11	\$2,855.91	\$7,310.99			1300
COTRANO	MARK	LIEUTENANT-FIRE IMRF	\$22.86	\$760.50	2.9%	\$23.89	\$1,319.18	\$24.98	\$1,929.89	\$26.11	\$2,570.32	\$6,579.89			1170
CULBERTSON	ADAM	LIEUTENANT-FIRE IMRF	\$22.86	\$1,059.50	2.9%	\$23.89	\$1,837.83	\$24.98	\$2,688.65	\$26.11	\$3,580.88	\$9,166.86			1630
DE BIAS	DONALD	LIEUTENANT-FIRE IMRF	\$23.31	\$1,837.00	5.0%	\$24.37	\$2,679.93	\$25.48	\$3,583.18	\$26.64	\$4,546.17	\$12,646.29			1670
DUESING	BRYAN	LIEUTENANT-FIRE IMRF	\$23.31	\$2,750.00	5.0%	\$24.37	\$4,011.88	\$25.48	\$5,364.05	\$26.64	\$6,805.65	\$20,749.00			2500
FRENCH	JEFFREY	LIEUTENANT-FIRE IMRF	\$22.86	\$617.50	2.9%	\$23.89	\$1,071.13	\$24.98	\$1,567.01	\$26.11	\$2,087.01	\$5,342.65			950
OPEN POSITION	OPEN	LIEUTENANT-FIRE IMRF	\$22.86	\$676.00	2.9%	\$23.89	\$1,172.60	\$24.98	\$1,715.46	\$26.11	\$2,284.73	\$5,848.79			1040
HICKEY	KEVIN	LIEUTENANT-FIRE IMRF	\$22.86	\$1,820.00	2.9%	\$23.89	\$3,157.00	\$24.98	\$4,618.55	\$26.11	\$6,151.20	\$17,138.65			2800
MAZZIOTTA	DANIEL	LIEUTENANT-FIRE IMRF	\$22.86	\$1,053.00	2.9%	\$23.89	\$1,826.55	\$24.98	\$2,672.16	\$26.11	\$3,558.91	\$9,279.33			1620
O'HAGAN	TIMOTHY	LIEUTENANT-FIRE IMRF	\$23.31	\$1,320.00	5.0%	\$24.37	\$1,925.70	\$25.48	\$2,574.74	\$26.64	\$3,266.71	\$9,087.15			1200
REYNOLDS II	ROBERT	LIEUTENANT-FIRE IMRF	\$22.86	\$845.00	2.9%	\$23.89	\$1,465.75	\$24.98	\$2,144.33	\$26.11	\$2,855.91	\$7,310.99			1300

EXHIBIT 3

FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN (EXHIBIT 3)

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
RICHARDS	SHAWN	LIEUTENANT-FIRE IMRF	\$22.86	\$988.00	2.9%	\$23.89	\$1,713.80	\$24.98	\$2,507.21	\$26.11	\$3,339.22	\$8,548.23			1520
SWARTZENTRUBER	TODD	LIEUTENANT-FIRE IMRF	\$22.86	\$884.00	2.9%	\$23.89	\$1,533.40	\$24.98	\$2,243.29	\$26.11	\$2,987.73	\$7,648.42			1360
WITTMAN	MICHAEL	LIEUTENANT-FIRE IMRF	\$23.31	\$2,332.00	5.0%	\$24.37	\$3,402.07	\$25.48	\$4,548.71	\$26.64	\$5,771.19	\$16,337.94			2120
WOOTEN	JAMES	LIEUTENANT-FIRE IMRF	\$22.86	\$845.00	2.9%	\$23.89	\$1,465.75	\$24.98	\$2,144.33	\$26.11	\$2,855.91	\$7,521.88			1300
HIRE OR TRANSFER	LIEUTENANT	LIEUTENANT-FIRE IMRF	\$22.86	\$676.00	2.9%	\$23.89	\$1,172.60	\$24.98	\$1,715.46	\$26.11	\$2,284.73	\$5,848.79			1040
HIRE OR TRANSFER	LIEUTENANT	LIEUTENANT-FIRE IMRF	\$22.86	\$676.00	2.9%	\$23.89	\$1,172.60	\$24.98	\$1,715.46	\$26.11	\$2,284.73	\$5,848.79			1040
HIRE OR TRANSFER	LIEUTENANT	LIEUTENANT-FIRE IMRF	\$22.86	\$676.00	2.9%	\$23.89	\$1,172.60	\$24.98	\$1,715.46	\$26.11	\$2,284.73	\$5,848.79			1040
HIRE OR TRANSFER	LIEUTENANT	LIEUTENANT-FIRE IMRF	\$22.86	\$676.00	2.9%	\$23.89	\$1,172.60	\$24.98	\$1,715.46	\$26.11	\$2,284.73	\$5,848.79			1040
Estimated Acting hours worked at Commander Rate	160	LIEUTENANT acting as COMMANDER RATE PAY	\$25.86	\$398.40		\$26.89	\$470.16	\$27.98	\$548.92	\$29.11	\$631.63	\$2,049.11		\$243.84	
		<i>Calculation only</i>	\$3,739.20			\$3,832.68		\$3,928.50		\$4,026.71					
LIEUTENANT HOLIDAY PAY	1106.5		\$50,589.18	\$1,438.45		\$52,874.66	\$2,495.16	\$55,289.29	\$3,650.30	\$57,791.60	\$4,861.64				
			\$49,150.73			\$50,379.50		\$51,638.99		\$52,929.96					
MURRAY JR	WILLIAM	CAPTAIN-FIRE	\$24.19	\$344.40	3.4%	\$25.30	\$563.95	\$26.44	\$794.27	\$27.64	\$1,040.28	\$2,742.90			420
GRIFFIN	TIMOTHY	CAPTAIN-FIRE IMRF	\$24.68	\$1,330.96	5.3%	\$25.80	\$1,874.52	\$26.97	\$2,455.10	\$28.20	\$3,085.42	\$9,262.50			1016
MAZZIOTTA	ANTHONY	CAPTAIN-FIRE IMRF	\$24.19	\$1,396.46	3.4%	\$25.30	\$2,286.70	\$26.44	\$3,220.59	\$27.64	\$4,218.07	\$11,121.82			1703
RANDALL	MATTHEW	CAPTAIN-FIRE IMRF	\$24.19	\$1,014.34	3.4%	\$25.30	\$1,660.98	\$26.44	\$2,339.32	\$27.64	\$3,063.86	\$8,078.50			1237
ROEMER	KENNETH	CAPTAIN-FIRE IMRF	\$24.68	\$2,638.34	5.3%	\$25.80	\$3,717.34	\$26.97	\$4,867.62	\$28.20	\$6,108.60	\$17,331.90			2014
STUBE	CHRIS	CAPTAIN-FIRE IMRF	\$24.19	\$1,424.34	3.4%	\$25.30	\$2,332.36	\$26.44	\$3,284.88	\$27.64	\$4,302.29	\$12,323.48			1737
Est Acting Rank hours worked at HIGHER, Commander Rate	2700	CAPTAIN acting as COMMANDER PAY RATES	\$27.19	\$1,568.70		\$28.30	\$2,761.49	\$29.44	\$4,018.01	\$30.64	\$5,369.76	\$13,717.96		\$1,632.44	
		<i>Calculation only</i>	\$71,844.30			\$73,640.41		\$75,481.42		\$77,368.45					
CAPTAIN HOLIDAY PAY	476		\$23,028.88	\$780.64		\$24,082.74	\$1,278.30	\$25,174.91	\$1,800.35	\$26,316.88	\$2,357.96				
			\$22,248.24			\$22,804.45		\$23,374.56		\$23,958.92					
Captain Fire Command AND Asst. Chief Holiday Pay	95	2X Acting Commander rate of pay	\$54.38	\$110.39		\$56.59	\$194.33	\$58.89	\$282.75	\$61.29	\$377.87	\$965.34		\$114.88	
		<i>Calculation only</i>	\$5,055.71			\$5,182.10		\$5,311.66		\$5,444.45					

See Footer for Legend DATE: 04/03/2019

Last Name	First name	Position Title	Year 1 hourly rate - includes Assumed 2.5% COLA increase	Year 1 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Hourly Rate Percentage Increase (Comparing Year 1 Proposed Pay to Year 1 Ordinance Pay)	Year 2 hourly rate (adjusted for 2% step and anticipated 2.5% COLA)	Year 2 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 2 years)	Year 3 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Hourly rate (adjusted for 2% step and anticipated 2.5% COLA for 3 years)	Year 4 -Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours)	TOTAL ESTIMATED OVERTIME COSTS BASED ON PAST YEAR OT hours worked	TOTAL ESTIMATED IMRF COST: 1ST FOUR (4) YEARS OF PLAN	Standard Hours
ASST CHIEF POSITION NOT ON STEP PLAN BEGINNING FY 2020, RATES SHOWN BELOW ARE ESTIMATES															
DUNN	KRISTOPHER	ASST CHIEF-FIRE IMRF	\$28.87	\$7,764.27	8.50%	\$30.02	\$9,445.47	\$31.38	\$11,743.71	\$32.79	\$14,192.21	\$55,018.89			3434
ERWIN	DOUGLAS	ASST CHIEF-FIRE IMRF	\$28.87	\$3,391.50	8.50%	\$30.02	\$4,125.86	\$31.38	\$5,129.75	\$32.79	\$6,199.27	\$18,846.39			1500
REDA	DANIEL	ASST CHIEF-FIRE IMRF	\$28.87	\$3,400.54	8.50%	\$30.02	\$4,136.86	\$31.38	\$5,143.43	\$32.79	\$6,215.81	\$18,896.65			1504
SLEPSKI	THOMAS	ASST CHIEF-FIRE IMRF	\$28.87	\$3,583.69	8.50%	\$30.02	\$4,359.66	\$31.38	\$5,420.44	\$32.79	\$6,550.57	\$19,914.35			1585
Fire Command and Asst. Chief Holiday Pay	361	DOUBLE Commander rate of pay	\$57.74	\$1,632.44		\$60.05	\$1,985.92	\$62.75	\$2,469.12	\$65.58	\$2,983.92	\$9,071.40		\$1,079.50	
		Calculation only	\$19,211.70			\$19,691.99		\$20,184.29		\$20,688.90					
KLOTZ (Step F Start)	STEPHEN	DEPUTY FIRE CHIEF	\$42.47	\$4,899.57	7.99%	\$44.17	\$6,015.86	\$46.16	\$7,544.32	\$48.23	\$9,173.01	\$27,632.76			1560
(2% Step Increases) TOTAL COST BY YEAR, after first year, and including 2.5% market wage incr. as well - With the exception of Asst. Chief and Part Time Deputy Chief				TOTAL with OT: Year 1			TOTAL with OT: Year 2		TOTAL with OT: Year 3		TOTAL with OT: Year 4	CUMULATIVE TOTAL (Reg & OT Hours): 1ST Four	CUMULATIVE Estimated Overtime TOTAL: 1st Four	Estimated IMRF, with addtl fees, 1st four yrs	
				\$70,942			\$145,885		\$239,273		\$341,667	\$797,766	\$34,672	\$93,167	
Total Year Cost Minus EDU Stipend			\$3,648	Year 1		\$87,393	Year 2	\$191,532	Year 3	\$305,359	Year 4	\$590,933			

**FINAL - RECOMMENDED RATES AS OF FISCAL YEAR 2019-2020 (FY2020)**

	Current Rate as of FY2019 ↓	A	A-5	B	B-5	C	C-5	D	D-5	E	E-5	F	F-5	G	G-5	H	H-5	I	I-5	J	MIDPOINTS
Recruit	Per Ordinance	8.46																			
Prob. FF	\$15.32	15.70																			
Firefighter	\$19.04	18.76	18.95	19.13	19.32	19.52	19.71	19.91	20.10	20.30	20.51	20.71	20.92	21.12	21.34	21.55	21.76	21.98	22.20	22.42	20.51
Engineer	\$20.77	20.87	21.08	21.29	21.50	21.71	21.93	22.15	22.37	22.59	22.82	23.04	23.27	23.50	23.74	23.97	24.21	24.45	24.70	24.94	22.82
Lieutenant	\$21.67	22.86	23.09	23.31	23.54	23.78	24.01	24.25	24.49	24.74	24.98	25.23	25.48	25.74	25.99	26.25	26.51	26.78	27.04	27.31	24.98
Captain/Ofc.	\$22.80	24.19	24.43	24.68	24.92	25.17	25.42	25.67	25.93	26.19	26.45	26.71	26.98	27.25	27.52	27.79	28.07	28.35	28.63	28.91	26.45
Asst. Chief**	\$25.96	28.30		28.87																33.82	30.94
Dep. Chf. PT**	\$38.37	39.43																		47.12	43.11

**2% between steps of each position (i.e., between step A and Step B is 2%, for positions from Firefighter to Captain)**

**IF CURRENTLY IN POSITION AT START OF NEW PAY PLAN, FIREFIGHTER (POST- PROBATION) STARTING AT STEP C RATE, \$19.52**

**IF CURRENTLY IN POSITION AT START OF NEW PAY PLAN, ENGINEER STARTING AT STEP B RATE, \$21.29**

**IF CURRENTLY IN POSITION AT START OF NEW PAY PLAN, ASST. CHIEF STARTING AT STEP B RATE, \$28.87**

**CURRENT PART TIME DEPUTY CHIEF STARTS AT \$42.47, Rate is not adjusted for COLA/2.5% for FY2020**

**\*\*Beginning Fiscal Year 2020, Assistant Chiefs and Deputy Chiefs receive increase (follow evaluation/review) based on potential Merit increase range approved by Village Board each Fiscal Year (No longer on Step Increase schedule). Beginning FY2020/ May 2019, positions evaluated based on merit will not be eligible for annual cost of living adjustments (COLA)/increases.**

Overview of Current and Proposed HR rates	Firefighter: Certified, Post-Probation	Engineer	Lieutenant	Captain/Officer	Assistant Chief	Deputy Chief-Part Time
FY2020 rate if KEPT on Ordinance/Current program: Tinley Park	\$19.52	\$21.29	\$22.21	\$23.37	\$26.61	Position Not on Ordinance, rate est. at \$39.33
20th percentile (Market Minimum)	\$14.62 EMT <b>NOT</b> required, \$16.54 EMT required	\$18.09	\$19.47	\$27.25	\$30.10	\$34.50
60th percentile (Market)	\$16.91 EMT <b>NOT</b> required; \$19.55 EMT required	\$20.91	\$26.91	\$29.54	\$32.74	\$41.95
Proposed FY2020 Pay Range (Min-Max): Tinley Park {10 steps. Except for Asst. Chief and Dep. Chief}	\$18.76-\$22.42	\$20.87-\$24.94	\$22.86 - \$27.32	\$24.19 - \$28.91	Step A: \$28.30; Incumbents: \$28.87	Step A: \$39.43; Incumbent: \$42.47
MidPoints of Proposed FY2020 Ranges	\$20.51	\$22.82	\$24.98	\$26.45	\$30.94	\$43.11

ALL PAYRANGES HAVE BEEN ADJUSTED FOR FY2020 WITH ASSUMED COLA/Market Wage percentage of 2.5%.

Position(s) applicable	HR - Hourly Stipend Recommendation for Fire Pay Plan	FY2019 Rates/ FY2019 Acting Rank Pay Program: Differential/ Higher Pay amount received		Comparable Community/ Township (Market Research)	Amt of Stipend (Market Research)
Firefighter acting as Engineer	\$1.70/hour added to current rate of pay	\$ 1.73		Bedford Park	\$2.08 per hour (equivalent)
Firefighter acting as Officer	\$2.75/hour added to current rate of pay	\$ 2.63		McHenry Township	\$2.50 per hour
Firefighter acting as Officer	\$2.75/hour added to current rate of pay	\$ 2.63		Westmont	Range: \$1.60-\$2.55
Engineer Acting as Officer	\$1.50/hour added to current rate of pay	\$ 0.90			
Lieutenant acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 4.29		Westmont	Range: \$1.60-\$2.55
Captain/Lieutenant acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 3.16		McHenry Township	\$3.00 per hour
Captain acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 3.16		Westmont	Range: \$1.60-\$2.55

Firefighter acting as Engineer "Acting up" hourly rate reduced by \$.05 cents, to ensure differentiation between acting up total pay and Seated rank pay as Engineer. Engineer acting as Officer (i.e. Lieutenant) reduced by \$.25 cents, to ensure that seated rank starting pay for Lieutenant is higher than total pay combined pay for Acting rate.



# Interoffice Memo

**Date:** April 5, 2019

**To:** Committee of the Whole

**From:** David Niemeyer, Village Manager 

**Subject:** Village Pay Ordinance and Fire Pay Plan

As you know, last year the Board approved a new Village Pay Plan for all non union employees except the Fire Department. Recently, both the Public Safety Committee and the Committee of the Whole reviewed a proposed Fire Department Pay Plan.

We are recommending some changes to the non union employee plan previously approved as outlined below:

1. Recognition of MABAS duties with 50 cent stipend for hours worked at MABAS desk by Telecommunicators and LEAD Telecommunicators;
2. Paygrade repositioning of Lead Telecommunicator to the nonmgt023 paygrade; midpoint of that paygrade would be 4.70% below the 60<sup>th</sup> percentile in order to align more toward market. On its current paygrade, would be 6.53% below the 60<sup>th</sup> percentile.
3. Reclassification of positions from non-exempt to exempt paygrades in compliance with FLSA, including: Computer Technician to new title Computer Analyst mgt008 paygrade, FOIA and Compliance Coordinator to same title mgt002 paygrade; Quality and Training Coordinator to same title mgt008 paygrade; 911 Operations Coordinator to new title Telecommunications Supervisor mgt021 paygrade;
4. Place Senior Custodian on paygrade immediately adjacent to approved starting rate: nonmgt002b
5. In addition, we are recommending additional changes to the Fire Department Pay Plan based on feedback from Fire Department employees.

Fire Pay Plan implementation effective May 1, 2019 with new recommendation of step increase to recognize longer term employees (20+ years of service to Tinley Park) and reduced acting up stipend (from \$1.75 to \$1.70 for Firefighter acting up to Engineer rank

and from \$1.75 to \$1.50 for Engineer acting up to Officer rank) in order to reduce/minimize compression issues for seated position;

The next step would be for the Village Board to approve the annual ordinance to set wage rates for the fiscal year beginning May 1. We are recommending an annual adjustment in the pay scales of 2.5% based on the attached market survey. All non management non union employees would receive a market wage adjustment of 2.5 %.

Comparatively, our Patrol Officer union employees are eligible to receive annual market wage increases as determined by the Village Board. Our Public Works Local 150 contract remains in negotiations, but the expired contract also indicated that these employees were eligible for annual market wage increases as determined by the Village Board.

Those employees going through steps would be eligible for a performance step increase of up to 3.8% if on the non-management payscale, or 3.0% if on the Exempt professional payscale (and not Merit only). Patrol Officers' pay increased 2.5% in all years of the contract except for 2017, when pay increased by 2.75%. Sergeants' pay is to be set at 20% above patrol rate of pay, and by third year, to be 20% above top patrol rate of pay. Public works step increases in the expired contract were set at 2.5% for each year, based on performance.

New this year is that the step increase will be based on points earned in the evaluation and the employee could receive no step increase, a half step increase or a full step increase based on points. Also please remember that under the new Village pay plan, management employees as shown in the attachment will no longer receive a market wage adjustment. Instead their salary adjustments will be solely based on merit. The recommended range in this ordinance is 0 to 4% based on performance.

An additional new aspect for this year is the paygrades for our recommended Fire Pay Plan, which will have 2% performance step increases for non-management fire suppression personnel. We do not project performance step increases in association with this new plan for fire suppression personnel in the FY2020 fiscal year.

We would like to discuss this at the COW on April 10 and if recommended by the COW would be approved by the board on April 16.

cc: Patrick Carr, Assistant Village Manager  
Brad Bettenhausen, Village Treasurer  
Denise Maiolo, Director of Human Resources



## **Summary review and Recommendations regarding Full Time Telecommunicators and Lead Telecommunicators:**

Since the last time that the Village has conducted a pay study for Telecommunications/911 personnel, significant changes have occurred in regards to 911 centers in communities that have historically been comparable to Tinley Park. In late 2018 and early 2019, the Deputy Director of HR conducted surveys and following that review, certain recommendations are provided for the 2019-2020 fiscal year paygrade for this position. It is observed that Tinley Park, although not participating in a "consolidated" or joint community 911 center ETSB (as are many other communities in this region), is still providing pay on a market competitive basis.

Accounting for certain limitations in information, and fully accounting for all duties of this position, Village management recommends that the Full Time Telecommunicator position remain on the same paygrade as currently situated.

Additionally, Village management recommends that the Lead Telecommunicator position should be moved to paygrade nonmgt023. This position is currently at paygrade nonmgt022b.

We recommend that both Full Time and Lead Telecommunicators should be eligible to receive a \$0.50 stipend for the hours worked at the MABAS (Mutual Aid Box Alarm System) Desk during their work shift.

## **Recommendation regarding Telecommunications Supervisor:**

Based on a review of comparable communities and work responsibilities completed by incumbent Lisa Kortum, we recommend that her position be reclassified to Telecommunications Supervisor. This is an existing position which has not been in use in many years. We further recommend that, in respect to the possibility of excess hours which may need to be worked by the Telecommunications Supervisor, this position should be eligible for compensatory time, based on agreement between Village management and Ms. Kortum.

<u>Telecommunicator</u> Data: Community or ETSB	Hourly Min.	Hourly Max.	Average of all in position	# in position	Union or Non- Union	Annual Call Volume, if provided	ETSB/ Consol. Comm. Pay	Compare to Tinley Position	N/A means info not available
Laraway Comm. Center	\$20.21	\$27.46	\$23.84	Unknown	Unknown	Unknown	Yes	Duties similar to Tinley; 31 Communities	
Southcom	\$19.71	\$28.57	\$24.14	17	Union	100,000	Yes	Duties similar to Tinley; 4 Communities	
ECOM	\$23.03	\$30.89	\$26.96	27	Union	128,208	Yes	Duties similar to Tinley, 9 communities	
Addison/ ACDC	\$29.87	\$31.69	\$31.11	30	Non	Unknown	Post 4/2018	N/A	
Wescom	\$18.61	\$31.97	\$25.29	Unknown	Unknown	Unknown	Yes	11 Communities	
Oak Forest	\$27.98	\$32.07	unknown	10	Civil	Unknown	No	911	Handle Police only, transfer Fire/EMD to Orland Park
WSCDC	\$26.04	\$33.63	\$29.84	25	Unknown	Unknown	Yes	5 Communities	
Southwest Central Dispatch	\$23.30	\$34.10	\$33.35	19	Union	115,000	Yes	9 Communities	
Orland Park	\$25.50	\$34.20	\$32.90	15	Union	Unknown	No	Transfers fire and EMS to appropriate jurisdiction	
Tinley Park	\$25.10	\$35.12	\$30.42	13	Civil	146,000	No		
DU-Comm	\$25.65	\$40.82	\$34.73	83	Union	730,000	Yes	Duties similar to Tinley; Three (3) Tiers of pay for position, 27 communities	
<b>Average of MIN:</b>	\$24.09		Avg of all AVERAGE:		\$29.26				
<b>20 Perc., all MIN:</b>	\$20.21		20 Perc., all AVERAGE:		\$25.06				
<b>80 Perc., all MIN:</b>	\$26.04		80 Perc., all AVERAGE:		\$32.99				
<b>60 Perc, all MIN:</b>	\$25.42		60 Perc, all AVERAGE:		\$30.56				
<b>Average of MAX:</b>	\$32.78		Tinley Park Comparison						
<b>20 Perc., all MAX:</b>	\$30.89		FY2018-2019 Min		\$25.10				
<b>80 Perc., all MAX:</b>	\$34.20		FY2018-2019 Midpoint		\$29.68				
<b>60 Perc, all MAX:</b>	\$33.32		FY2018-2019 Max		\$35.12				
			FY2018-2019 All Avg.		\$30.42				

Lead Telecommunicator Data: Community or ETSB	Hourly Min.	Hourly Max.	Average or Actual in position	# in position	Union or Non-Union	Annual Call Volume, if provided	ETSB/ Consol. Comm. Pay
Southcom	\$21.71	\$30.57	\$26.14	3	Union	100,000	Yes
E-COM	\$30.22	\$32.04	\$31.13	3	Union		Yes
Addison/ ACDC	\$32.46	\$37.03	\$34.30	3	Unknown		After 4/2018
Tinley Park	\$27.71	\$38.75	\$37.81	3	Non	146,000	No
DU-Comm	\$27.15	\$42.32	\$36.23		Union	730,000	Yes
North Chicago**			\$31.80				
Geneva**			\$34.62		No longer including these in		
Egin**			\$37.69		data computations as		
Aurora**			\$38.06		the communities are not		
McHenry**			\$38.10		comparable with Tinley Park		
Vernon Hills**			\$44.15				

TCO receives \$2.00/ hour more when working as Lead

TCO receives \$1.50/hour more when working as Lead

Romeoville	No longer have their own 911 Center						
WSCDC	Has not responded to Wage Survey Inquiry						
Cook Crty 911	None in this position						
Orland Park	None in this position						

\*\* This designates that the community is not a typical comparable community for Tinley Park

Average of MIN:	\$27.85	Avg of all AVG/ACTUAL:	\$33.12	Percentage below
20 Perc., all MIN:	\$26.06	20 Perc., all AVERAGE:	\$30.13	60th Perc of Market
80 Perc., all MIN:	\$30.67	80 Perc., all AVERAGE:	\$36.55	-4.70%
60 Perc, all MIN:	\$28.71	60 Perc, all AVERAGE:	\$35.07	(RE: nonmgt023 paygrade)

**RECOMMENDED PAYGRADE**

Average of MAX:	\$36.14	Tinley Park Comparison	
20 Perc., all MAX:	\$31.75	FY2018-2019 Min	\$27.71
80 Perc., all MAX:	\$39.46	FY2018-2019 Midpoint	\$32.78
60 Perc, all MAX:	\$37.72	FY2018-2019 Max	\$38.75
		FY2018-2019 All Avg.	\$37.81

(RE: nonmgt022b paygrade)

CURRENT PAYGRADE

Median	32.78	Median	33.42
nonmgt022		nonmgt023	
Hourly Rate	27.71	Hourly Rate	28.26
	28.24		28.8
	28.75		29.33
	29.3		29.89
	29.85		30.44
	30.42		31.02
	30.99		31.6
	31.58		32.2
	32.17		32.8
	32.78		33.42
	33.38		34.05
	34.01		34.7
	34.63		35.34
	35.29		36.01
	35.98		36.68
	36.66		37.38
	37.34		38.08
	38.05		38.8
	38.75		39.53

Community or ETSB	Salary Min.	Salary Max.	Average of all data (Or 50% Perc.)	# in position	Annual Call Volume, if provided	Title with Municipality
Orland Park	\$ 78,478	\$ 104,811	\$ 91,645	1	N/A	
Du-Comm	\$ 96,283	\$ 110,573	\$ 103,428	6	730,000	Communications Supervisor
E-COM	\$ 80,406	\$ 93,597	\$ 87,002	1		Deputy Director
Southwest Central Dispatch	\$ 96,289	\$ 96,289	\$ 96,289	3	115,000	Shift Manager

<b>COLA/Merit Survey 2019</b>			
<b>Municipality</b>	<b>COLA</b>	<b>Merit (up to)</b>	<b>Notes</b>
<b>Addison</b>	2.50%		effective 11/1/2019
<b>Antioch</b>	1%	2%	
<b>Barrington</b>	2.50%		
<b>Brookfield</b>	2.75%	n/a	effective 1/1/19
<b>Dekalb</b>	1.25%		
<b>Glen Ellyn</b>	0%	2%	
<b>Glencoe</b>	2.50%	tbd	effective 3/1 (their fiscal yr)
<b>Highland Park</b>	2.50%	1%	COLA effective 1/1/19; merit pool effective 6/1/19
<b>Huntley</b>	2%	3%	
<b>Lemont</b>	1%	2%	needs approval still
<b>Lisle</b>		3%	
<b>Lombard</b>	1.50%	2%	effective 1/1/19
<b>Mokena</b>	2.5%		
<b>Mount Prospect</b>	3%	4%	
<b>New Lenox</b>	2.5%	4%	Merit percentage is step increase, and applies for those who have not reached top of their pay grade. Those at top of grade receive COLA only.
<b>Oak Forest</b>	2.5%	0-5%	All administrative staff are non-union. Merit range potential increase includes 2.5% COLA
<b>Oak Lawn</b>	2.0% - 2.5%	n/a	Nearly all employees in unions. Currently in negotiations.
<b>Orland Park</b>	0.0%		No COLA for non-union staff in 2019, Negotiations for 5 union agreements begin in April
<b>Park Ridge</b>		2.50%	effective 5/1/19
<b>River Forest</b>	2%	4%	employees not at top of range eligible for merit
<b>Schaumburg</b>			pay for performance program where ranges typically increase annually about 2-2.78%; increases have ranged from 0-7% based on performance appraisals and compa ratio
<b>St. Charles</b>	2.50%	2.50%	merit pool
<b>Waukegan</b>	2%		
<b>Woodridge</b>	3%	5%	top of salary range moved 2% and additionally were eligible for no more than 2% merit increase

## MERIT PAY INCREASE PLAN - EFF. MAY 1, 2019

Number	Title of Position	Notes
1	Village Manager	Position evaluated on Merit only, as of FY2019
2	Assistant Village Manager	
3	Director, HR	
4	Deputy Director, HR	
5	Director, Finance/Treasurer	
6	Assistant Director, Finance	
7	Manager, Information Technology	
8	Director, Marketing	
9	Director, Public Works	
10	Assistant Director, Public Works	
11	Director, Community Development	
12	Manager, Economic Development	
13	Manager, Planning	
14	Building Official	
15	Chief, Police	
16	Deputy Chief, Police	
17	Commander, Police	
18	Fire Services Administrator	
19	Deputy Chief, Fire	
20	Assistant Chief, Fire	
21	Deputy Village Clerk	
22	Village Engineer	
24	Office Coordinator, Public Works	
25	Office Coordinator, Building	
26	Office Coordinator, Fire	
27	Superintendent, Water	
28	Superintendent, Fleet & Facilities	
29	Superintendent, Street	
30	911 Operations Coordinator (TCO Supervisor)	
31	911 Training & Development Coordinator	

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**THE VILLAGE OF TINLEY PARK**

**Cook County, Illinois**

**Will County, Illinois**

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**ORDINANCE**

**NO. 2019-0-0\_\_**

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**AN ORDINANCE ESTABLISHING PAY SCALES AND  
CERTAIN FRINGE BENEFITS FOR EMPLOYEES FOR THE FISCAL YEAR ENDING  
APRIL 30, 2020**

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**JACOB C. VANDENBERG, PRESIDENT  
KRISTIN A. THIRION, VILLAGE CLERK**

**MICHAEL J. PANNITTO  
BRIAN H. YOUNKER  
CYNTHIA A. BERG  
WILLIAM P. BRADY  
MICHAEL W. GLOTZ  
JOHN A. CURRAN  
Board of Trustees**

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VILLAGE OF TINLEY PARK  
Cook County, Illinois  
Will County, Illinois

**ORDINANCE NO. 2019-O-0\_\_**

**AN ORDINANCE ESTABLISHING PAY SCALES AND  
CERTAIN FRINGE BENEFITS FOR EMPLOYEES FOR THE  
FISCAL YEAR ENDING APRIL 30, 2020**

*BE IT ORDAINED* by the President and Board of Trustees of the Village of Tinley Park, Cook and Will Counties, as follows:

*nd per this Ord exists*

**SECTION ONE**

The rates of pay established by Ordinance 2018-O-045 for current employees not covered by a collective bargaining agreement, excluding Meter Readers, part-time Health Inspector, part-time Building Inspector, Videographer, SCADA Engineer, CERT instructor, Part-time Clerk Matron stipend, Part-Time Telecommunicator stipend, Full Time and Lead Telecommunicator stipend, and Part-Time Snow Plow Driver, are hereby increased 2.5% May 1, 2019 (retroactive where applicable).

Retroactive payments shall be made only to those employees who continue to be employed by the Village when said Ordinance herein is adopted and approved.

All employees of the Village of Tinley Park whose positions have been classified as non-management, except employees covered by a collective bargaining agreement as indicated in final paragraph of this section, shall be paid in accordance with the Pay Schedule which is set forth in Appendix "A" commencing on May 1, 2019. Said Schedule as attached hereto and as hereby adopted, is approved and incorporated as fully as if said Pay Schedule had been set out at length herein.

Additionally, all employees of the Village of Tinley Park whose positions have been classified "Management and Professional", except employees covered by a collective bargaining agreement as indicated in final paragraph of this section, shall be paid in accordance with the Pay Schedule which is set forth in Appendix

“B” commencing on May 1, 2019. Said Schedule as attached hereto and as hereby adopted, is approved and incorporated as fully as if said Pay Schedule had been set out at length herein.

Patrol Officers shall be paid in accordance with the pay provisions contained in an agreement between the Village of Tinley Park and the Metropolitan Alliance of Police Tinley Park Police Chapter #192 (hereinafter referred to “MAP”) signature date 6/20/2017, and such successor collective bargaining agreements as may be approved by the Village. Police Sergeants shall be paid in accordance with the terms and conditions of the agreement approved and adopted by the Village Board of Trustees on 6/5/2018, and such successor agreements as may be approved by the Village. Certain Public Works employees shall be paid in accordance with the pay provisions contained in an agreement between the Village of Tinley Park and the International Union of Operating Engineers, Local 150 dated May 20, 2014 and any successor collective bargaining agreements as may be approved by the Village.

## **SECTION TWO**

***LONGEVITY PAY*** - All full time employees, except employees covered by a collective bargaining agreement, shall be entitled to longevity pay increases in accordance with the following schedule:

5 years seniority	-	\$ 60.00 per month
10 years seniority	-	\$ 105.00 per month
15 years seniority	-	\$ 150.00 per month
19 years seniority	-	\$ 195.00 per month

## **SECTION THREE**

***FIRE PAY*** – All fire suppression part time positions will be compensated based on the pay ranges as stipulated in Appendix A.

## **SECTION FOUR**

### ***CERTAIN PART TIME EMPLOYEES, and OTHER STIPENDS***

#### **A. Part time SCADA Engineers**

Part time SCADA Engineers employed by the Village shall be compensated at the rate of \$40.00 per hour.

**B. Meter Readers**

Meter Readers shall be compensated at a rate of \$ .40 cents per meter reading.

**C. Part Time Snow Plow Driver**

Part time Snow Plow Driver shall be compensated at a rate of \$25.00 per hour.

**D. Part Time Health Inspector**

Part time Health Inspector shall be compensated at a rate of \$35.00 per inspection.

**E. Part Time Building Inspector**

Part time Building Inspector shall be compensated at a rate of \$15.00 per inspection.

**F. Part Time Videographer**

Part time Videographer shall be compensated at a rate of \$20.00 per hour

**G. Part Time CERT Instructor**

Emergency Management Personnel who act as instructors for the Community Emergency Response Team (CERT) program will be compensated at a rate of \$20.00 per hour.

**H. Part Time Clerk Matron**

A part time Clerk/Matron who works the Police Department midnights and/or weekends, shall be eligible to receive an additional stipend of \$2.00 per hour for those hours worked in that shift. In addition, if a part time Clerk/Matron works a Village holiday (as defined in the Village Personnel Manual), they shall receive time and one half (1 ½) of their hourly rate.

**I. Full Time and Lead Telecommunicators (New Stipend)**

A Full Time Telecommunicator or Lead Telecommunicator that is fully qualified to complete MABAS (Mutual Aid Box Alarm System) duties at the “MABAS desk” shall be eligible to receive a \$0.50 stipend for those hours worked in their shift at the “MABAS desk”.

**J. Part Time Telecommunicator**

A part time Telecommunicator who works midnights shall be eligible to receive an additional stipend of \$.50 cents per hour for those hours worked in that shift. In addition, if a part time Telecommunicator works a Village

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**THE VILLAGE OF TINLEY PARK**

**Cook County, Illinois**

**Will County, Illinois**

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**ORDINANCE**

**NO. 2019-0-0\_\_**

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**AN ORDINANCE ESTABLISHING PAY SCALES AND  
CERTAIN FRINGE BENEFITS FOR EMPLOYEES FOR THE FISCAL YEAR ENDING  
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Board of Trustees**

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VILLAGE OF TINLEY PARK  
Cook County, Illinois  
Will County, Illinois

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**J. Part Time Telecommunicator**

A part time Telecommunicator who works midnights shall be eligible to receive an additional stipend of \$.50 cents per hour for those hours worked in that shift. In addition, if a part time Telecommunicator works a Village

holiday (as defined in the Village Personnel Manual), then he/she shall receive time and one half (1 ½) of their hourly rate.

**K. Fire Suppression employee in “Acting Up” role**

A fire suppression firefighter, engineer, lieutenant or captain working in an “Acting Up” capacity will be eligible to receive a stipend for each hour worked in that shift only in “Acting Up” capacity. These stipends will be: Firefighter acting as Engineer: Current base pay + \$1.70/hour stipend; Firefighter acting as Officer: Current base pay + \$2.75/hour stipend; Engineer acting as Officer: Current base pay + \$1.50/hour stipend; Lieutenant or Captain acting as Shift Commander: Current base pay + \$3.00/hour stipend.

**SECTION FIVE**

The 2019-2020 merit increase for management positions specified below shall be up to 4%. The Village Board will determine the maximum merit award that can be received annually. The following positions will not be eligible for cost of living increases, and will be eligible for merit-only pay increases, effective 5/1/2019:

Village Manager, Assistant Village Manager, Director of Human Resources, Deputy Director of Human Resources, Finance Director/Treasurer, Assistant Director of Finance, Manager of Information Technology, Director of Marketing, Director of Public Works, Assistant Director of Public Works, Director of Community Development, Manager of Economic Development, Planning Manager, Building Official, Police Chief, Deputy Police Chief, Police Commander, Fire Chief/Fire Services Administrator, Deputy Chief of Fire Prevention, Deputy Chief of Fire Suppression (Part time), Assistant Fire Chief, Deputy Village Clerk, Village Engineer, Office Coordinator (all), Public Works Superintendent (all), 911 Operations Coordinator, Telecommunications Supervisor, and 911 Quality and Training Coordinator.

**SECTION SIX**

The rates of pay established in the preceding sections of this Ordinance shall not vest and shall not constitute a property interest in the continuance of any special rate or method of compensation for any public employee, nor shall they be considered a contract of employment or guarantee of continued employment.

**SECTION SEVEN**

No expense shall be incurred by the Corporate Authority of the Village of Tinley Park or by any committee or member thereof relative to the compensation to be paid to any public employee unless an appropriation has been previously made concerning such compensation. Any expense otherwise incurred in violation of this Section shall be null and void as to the Village of Tinley Park and no money belonging to the Village of Tinley Park shall be paid on account thereof.

**SECTION EIGHT**

All Ordinances or parts of ordinances in conflict with the provisions of this Ordinance are hereby repealed.

**SECTION NINE**

That the Village Clerk is hereby ordered and directed to publish this Ordinance in pamphlet form and this Ordinance shall be in full force and effect immediately upon its passage, approval, and publication as required by law.

PASSED this day of \_\_\_\_\_, 2019

AYES:

NAYS:

ABSENT:

APPROVED this day \_\_\_\_\_, 2019.

\_\_\_\_\_  
Jacob C. Vandenberg, President

ATTEST:

\_\_\_\_\_  
Kristin Thirion, Village Clerk

STATE OF ILLINOIS        )  
COUNTY OF COOK        )     SS  
COUNTY OF WILL        )

CERTIFICATE

I, KRISTIN A. THIRION, Village Clerk of the Village of Tinley Park, Counties of Cook and Will and State of Illinois, DO HEREBY CERTIFY that the foregoing is a true and correct copy of Ordinance No. 2019-O-0\_\_, “**AN ORDINANCE ESTABLISHING PAY SCALES AND CERTAIN FRINGE BENEFITS FOR EMPLOYEES FOR THE FISCAL YEAR ENDING APRIL 30, 2020,**” which was adopted by the President and Board of Trustees of the Village of Tinley Park on \_\_\_\_\_.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Village of Tinley Park this \_\_\_ day of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
KRISTIN A. THIRION, VILLAGE CLERK

**APPENDIX "A"**

**Hourly Rate Positions effective May 1, 2019**

The following pay ranges are hereby established for all full time and part time employees not otherwise addressed in this ordinance in non-management positions effective May 1, 2019 and ending April 30, 2020. Annual base pay amounts shall be in conformance with the Schedule and shall not exceed those provided for in the budget adopted for fiscal year ending April 30, 2020 and related documents. The grade table presented is based on a full-time position at 2080 hours per year except as noted\*. Full time salaries listed that are paid based on less than 2080 scheduled hours per year will have proportionate hourly pay. Part time positions are listed as hourly rate only\*\*. Part time, Management positions subject to Merit-Only increases for employees in role are listed with "M"

<b>POSITION</b>	<b>BEGINNING BASE Hourly Rate or Annual Salary</b>	<b>MAXIMUM BASE Hourly Rate or Annual Salary</b>
Crossing Guard (per run)	\$11.40	\$18.71
CCTV Operator**		
Intern**	\$12.54	\$17.78
Seasonal I**		
Custodian**	\$13.25	\$17.66
Bus Driver**		
Bus Dispatcher**	\$13.25	\$17.89
Work Order Technician (PT)**	\$13.25	\$18.53
Utility Billing Technician (PT)**	\$13.25	\$18.53
Senior Center Assistant**		
Clerk (PT)**	\$13.51	\$18.90
Auxiliary/EMA Officer**	\$14.94	\$20.91
Fire Captain (PT)**	\$24.19	\$28.91
Assistant Fire Chief ** M	\$28.30	\$33.82
Deputy Fire Chief ** M	\$39.43	\$47.12
Firefighter-Post Probation**	\$18.76	\$22.42
Fire Engineer **	\$20.87	\$24.94
Firefighter Recruit (Non-Certified)**	\$8.46	\$8.46
Probationary, Certified Firefighter **	\$15.70	\$15.70
Fire Lieutenant **	\$22.86	\$27.31
Clerk Matron (PT)**	\$15.23	\$21.32
Patrol Officer (PT)**	\$17.15	\$28.66
Commission Secretary**	\$17.78	\$17.78
Community Service Officer-Field Ops (PT)**	\$19.23	\$19.23
Fire Inspector (PT)**	\$21.70	\$23.38
Telecommunicator (PT)**	\$21.70	\$28.31
Marketing Assistant (PT)**		
Administrative Assistant (PT)**	\$21.42	\$29.95
Clerk I *	\$38,984	\$54,509
Accounting Technician**	\$19.49	\$27.27
Senior Custodian	\$39,728	\$55,620
Midnight Records Clerk	\$44,792	\$62,629
Clerk/Matron*	\$40,531	\$56,712
Administrative Assistant (FT)	\$46,321	\$64,813
Clerk II*	\$41,332	\$57,858
Community Service Officer (except Field Op PT)* Secretary*	\$43,043	\$60,188
Utility Billing Technician*		
Work Order Technician*	\$44,790	\$62,900
Building Permit Technician*		
Zoning Administrator (PT)**	\$22.84	\$31.95
Fire Alarm Services Officer (PT)**		
Staff Accountant (PT)**	\$25.73	\$36.00
Public Education Officer**		
Telecommunicator (FT)	\$53,518	\$74,880
Business Retention Specialist (FT)	\$55,687	\$77,861
Public Information Coordinator (PT)**		
Special Events Coordinator (PT)**	\$27.30	\$38.17
Community Engagement Coordinator (PT)**		
Management Analyst	\$56,775	\$79,394
Lead Telecommunicator	\$60,257	\$84,282
Planner I	\$60,257	\$84,282
Fire Inspector I Building Inspector Plumbing Inspector (FT) Electrical Inspector (FT) Health & Consumer Protection Officer (FT) Code Enforcement Officer (FT)	\$66,518	\$93,041

**APPENDIX "B"**

**Management and Professional Positions - effective May 1, 2019**

The following pay ranges are hereby established for all full time employees not otherwise addressed in this ordinance in management or professional level positions beginning May 1, 2019, and ending April 30, 2020. Individual salaries shall be in conformance with the Schedule and shall not exceed those provided for in the budget adopted for fiscal year ending April 30, 2020 and related documents (except as indicated by \*\*). The grade table presented is based on a full time position at 2080 hours per year except as noted. Positions subject to Merit Only increases are listed with "M"

<b>POSITION</b>	<b>BEGINNING BASE Annual Salary</b>	<b>MAXIMUM BASE Annual Salary</b>
Executive Assistant	\$ 62,629	\$ 81,718
FOIA & Compliance Coordinator	\$ 63,568	\$ 82,943
Office Coordinator M	\$ 64,522	\$ 85,440
Staff Accountant (FT)	\$ 66,471	\$ 86,731
Computer Technician	\$ 69,507	\$ 90,692
Planner II/Senior Planner Accountant II Deputy Director Human Resources M	\$ 69,507	\$ 92,019
Quality and Training Coordinator M	\$ 69,507	\$ 92,019
Police Records Supervisor	\$ 70,550	\$ 92,054
Deputy Village Clerk M	\$ 73,772	\$ 97,667
Senior Accountant Lead Computer Technician	\$ 77,143	\$ 100,653
Head Mechanic	\$ 83,104	\$ 108,435
Telecommunications Supervisor M	\$ 84,352	\$ 111,672
Foreman	\$ 85,617	\$ 111,711
Foreman (Streets, Hired Prior to 5/1/06)	\$ 88,204	\$ 115,087
IT Manager M Marketing Director M	\$ 93,617	\$ 123,937
Human Resources Director M Street Superintendent M Water and Sewer Superintendent M Fleet and Facilities Superintendent M Village Engineer M Economic Development Manager M	\$ 96,446	\$ 127,683
Assistant Treasurer M Building Official/Commissioner M	\$ 97,893	\$ 129,599
Assistant Public Works Director M Planning Manager M	\$ 103,900	\$ 137,553
Deputy Fire Chief – Fire Prevention (FT) M	\$ 108,646	\$ 143,832
Community Development Director M	\$ 110,275	\$ 145,989
Police Commander M	\$ 133,658	\$ 148,181
Assistant Village Manager M	\$ 113,607	\$ 150,402
Deputy Police Chief M	\$ 117,041	\$ 148,988
Treasurer M	\$ 118,797	\$ 157,273
Director of Public Works M	\$ 120,579	\$ 159,633
Fire Chief M Police Chief M	\$ 126,088	\$ 166,925
Village Manager M	\$ 164,840	\$ 218,227



# Interoffice Memo

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**Date:** April 3, 2019

**To:** David Niemeyer, Village Manager

**From:** John Urbanski, Assistant Public Works Director

**Subject:** Guaranteed Maximum Price (GMP) for Construction of Fire Station #2/47

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Presented for April 10, 2019 Committee of the Whole discussion and possible action:

Description:

The December 5<sup>th</sup> 2017 Village Board meeting awarded R.C. Wegman as the Construction Manager at Risk for the Fire Station #2/47 replacement. It was at this point an RFQ was released to select an Architect (FGM Architects) and begin to create construction documents for bidding. Bid documents were released to the public and on March 7<sup>th</sup> 2019 @ 2:00 PM at which point we received 93 competitive proposals from sub-contractors and vendors across 23 different packages.

After review and evaluation, R.C Wegman has submitted a Guaranteed Maximum Price (GMP) for \$5,347,169.00 for review and acceptance by the Committee. This total includes items as seen in the attached schedule of values under the sections titled:

• Construction Costs	\$ 4,665,825.00
• Fees, Insurance, Bonds & Contingency	\$ 448,053.00
• Contingency	<u>\$ 223,291.00</u>
<b>GMP GRAND TOTAL</b>	<b>\$5,347,169.00</b>

Understanding that the total project budget includes a portion of costs indirectly related to R.C. Wegman as the construction manager. These costs are also listed in the attachment under the section titled "Soft Costs / Allowances". These costs are summarized as follows:

- A&E Selection Process
- Design Pre-Construction Phase
- Architectural Fees
- Civil Engineering Fees
- Station Alerting System – Removal and Reinstall
- Wireless Microwave Installation
- VHF Radio System Installation
- Geotechnical Testing
- CCDD Sampling & Testing
- Utility Connection Fees
- FF&E Allowance

**Sub-total of Soft costs/fees** **\$ 557,448.00**

The combination of the GMP and Soft Costs give us a total project cost that is now estimated to be **\$5,904,617.00**. As this Total Project Cost exceeds current budget of \$5,800,000.00 by \$104,617.00, the construction committee has requested cost savings measures for discussion and possible action as follows:

1. Removal of Elevator until basement is considered “occupiable space” at which time the elevator will need to be added per The Americans with Disabilities Act (ADA) requirements.  
**Potential Savings = \$83,000**
2. Removal of the rear concrete driveway allowing access from 167<sup>th</sup> St. only. Staff recommends that this concrete installation be budgeted in a future FY or if overall project comes in under budget and can afford installation.  
**Potential Savings = \$40,370**
3. Approve construction at current estimated cost of \$5.9 million with the possibility that not all of the contingency funds are utilized. R.C. Wegman offers a potential of not utilizing the full 5% contingency if construction does not encounter unforeseen issues. Average utilization of contingency without issues is 2.5%, which would offer the shortage towards the overall project cost.  
**Potential Savings = \$100,000**

#### Alternative Site Options:

During the planning and design phases of this project staff was assigned the task of reviewing and comparing potential alternative sites. At this point, it has been determined that the multiple sites reviewed did not offer operational and/or fiscal benefit to the Tinley Park Fire Department or the Village of Tinley Park in its entirety. Discussion points that were weighed in this determination included:

- Response times
- A/E Re-design costs
- Civil engineering fees
- Property procurement costs
- Current land value
- Utility availability and costs
- Loss of time and money spent to date
- Overall ROI to change locations

#### Staff Direction Request:

1. Staff is requesting that the Committee approve and authorize the execution of the final negotiated Amendment to the Construction Manager @ Risk contract with R.C Wegman for a GMP amount not to exceed \$5,347,169.00 for construction of Fire Station #2/47.
2. Concur with Staff Recommendation #1 of \$83,000 potential savings option towards overall project total by removing elevator hardware until deemed necessary.

#### Attachments:

1. GMP Amendment and Schedule of Values



**EXHIBIT "A"**  
**AMENDMENT NO. 1 TO ConsensusDocs 500**

**STANDARD AGREEMENT AND GENERAL CONDITIONS BETWEEN OWNER AND  
CONSTRUCTION MANAGER**

**(Where the Basis of Payment is a Guaranteed Maximum Price with an Option for  
Preconstruction Services)**

**April 3, 2019**

Pursuant to Section 3.4 of the Agreement dated the 9<sup>th</sup> Day of October in the year 2017 between the Owner, Village of Tinley Park and the Contractor, R. C. Wegman Construction Company for Construction of Fire Station #47, the Owner and the Contractor desire to establish a Guaranteed Maximum Price ("GMP") for the Work. Therefore, the Owner and the Contractor agree as follows:

**ARTICLE 1 GUARANTEED MAXIMUM PRICE**

The Contractor's GMP for the Work, including the Cost of the Work as defined in Article 8 and the Contractor's Fee as set forth in Section 7.3, is **\$FIVE MILLION THREE HUNDRED FORTY SEVEN THOUSAND ONE HUNDRED AND SIXTY NINE** Dollars (**\$5,347,169.00**).

The GMP is for the performance of the Work in accordance with the exhibits listed below, which are part of this Agreement.

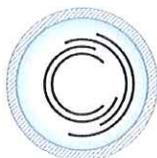
- EXHIBIT A** Drawings and Specifications, including Addenda, if any, and information furnished by the Owner under Section 4.3, dated **April 3, 2019, 1** page.
- EXHIBIT B** Allowance Items, dated **April 3, 2019, 1** page.
- EXHIBIT D** Schedule of Values, dated **April 3, 2019, 1** page.
- EXHIBIT E** Bid Package Alternate Prices, Voluntary Alternate Prices and Value Engineering Prices dated **April 3, 2019, 2** pages.
- EXHIBIT F** Unit Prices, dated **April 3, 2019, 1** page.

**ARTICLE 2 DATE OF SUBSTANTIAL COMPLETION**

The Date of Substantial Completion of the Work for **Fire Station #47** is **March 20, 2020**.

**ARTICLE 3 DATE OF FINAL COMPLETION**

The Date of Final Completion of the Work for **Fire Station #47** is: **May 1, 2020** the Date of Substantial Completion, subject to adjustments as provided for in the Contract Documents.



This Amendment is entered into as of **March 26, 2019**.

OWNER: **VILLAGE OF TINLEY PARK**

BY: \_\_\_\_\_

PRINT NAME \_\_\_\_\_ PRINT TITLE \_\_\_\_\_

ATTEST: \_\_\_\_\_

CONTRACTOR: **R.C. WEGMAN CONSTRUCTION COMPANY**

BY: \_\_\_\_\_

NAME **Carl Wegman** TITLE **President**

ATTEST: \_\_\_\_\_

NAME **Lisa Garcia** TITLE **Office Manager**

END OF DOCUMENT.

DRAFT



EXHIBIT "A"  
Drawings, Specifications and Addenda  
Tinley Park Fire Station #47  
April 3, 2019

List of Drawings Dated February 4, 2019

01-GENERAL: G1.0.0, G1.0.1, G1.0.2, G1.0.3

02-CIVIL: TITLE PAGE, MWRD GENERAL NOTES, EXISTING  
CONDITIONS & REMOVAL PLAN, GEOMETRIC & PAVEMENT MARKING  
PLAN, GRADING PLAN, UTILITY PLAN, SOIL EROSION + SEDIMENT  
CONTROL PLAN, CONSTRUCTION DETAILS

03-LANDSCAPE: L1.0.1, L1.0.2

04.5-ARCHITECTURAL: A0.1.0, A0.1.1, A1.1.0, A1.1.1, A1.2.0, A1.2.1, A2.2.0,  
A2.2.1M A2.3.0, A2.3.1, A2.5.0, A3.1.0, A3.2.0, A3.2.1, A3.3.0, A3.3.1,  
A3.3.2, A3.3.3, A3.4.0, A3.5.0, A3.6.0, A5.1.0, A5.1.1, A5.1.2, A5.2.0, A5.3.0,  
A5.4.0, A5.4.1, A5.5.0, A6.1.0, A6.5.0, A7.1.0, A7.1.1, A8.1.0M A8.3.0,  
A8.5.0M A8.5.1, A9.0.0

05-STRUCTURAL: S0.1.0, S0.1.1, S1.1.0, S1.1.1, S1.1.2, S1.1.3, S2.1.0, S2.1.1,  
S2.1.2, S2.2.0, S2.3.0, S2.3.1

06-MECHANICAL: M1.1.1, M1.1.2, M2.1.1, M2.1.2, M2.1.3, M3.1.1, M3.1.2

07-PLUMBING: P1.1.0, P1.1.1, P1.1.2, P2.1.1, P2.1.2

09-ELECTRICAL: E1.1.1, E2.1.1, E3.1.1, E4.1.1, E4.1.2, E4.1.3, E5.1.1, E5.1.2

Specifications

Project Manual Issued by FGM Architects Dated February 4, 2019

List of Addenda

Architects Addendum No. 1 Dated March 1, 2019

EXHIBIT "B"  
Allowance Items  
Tinley Park Fire Station #47  
April 3, 2019

ALLOWANCE ITEMS

1. The Guaranteed Maximum Price includes an allowance of \$10,000.00 to perform onsite survey and layout. If the actual contract amount comes in higher or lower than shown on Exhibit "D" - Schedule of Values, the difference will be added to or deducted from the contingency.
2. The Guaranteed Maximum Price includes an allowance of \$10,000.00 to perform onsite construction and material testing. If the actual contract amount comes in higher or lower than shown on Exhibit "D" - Schedule of Values, the difference will be added to or deducted from the contingency.
3. The Guaranteed Maximum Price includes an allowance of \$2,500.00 to provide a construction fence around the site. If the actual contract amount comes in higher or lower than shown on Exhibit "D" - Schedule of Values, the difference will be added to or deducted from the contingency.

**SCHEDULE OF VALUES**

LINE NO.	SCOPE OF WORK	SCHEDULED VALUE
<b>CONSTRUCTION COSTS</b>		
1002A	Testing Allowance	10,000.00
1002B	Survey Allowance	10,000.00
1002C	Construction Fence Allowance	2,500.00
02AB	Bldg. Demo., Earthwork & Fnd. Excavation	252,100.00
02C	Site Utilities	120,000.00
	Asphalt - PHASE 1 PARKING LOT	27,894.00
02D	Landscaping	29,915.00
03A	Concrete	459,900.00
	Concrete - PHASE 1 PARKING LOT	35,368.00
03B	Structural Precast	62,320.00
04	Masonry	463,153.00
05	Structural Steel	209,600.00
06A	General Trades	494,473.00
06B	Architectural Millwork	162,850.00
07	Roofing and Sheet Metal	111,901.00
08A	Doors, Frames & Hardware (Supply Only)	42,350.00
08B	Sectional Overhead Doors	38,500.00
08C	Aluminum Framing & Glazing	128,225.00
09A	Gyp. Brd. & Cold Formed Mil. Framing	318,000.00
09B	ACT & Tectum Panels	123,665.00
09C	Floor Covering & Wall Tile	79,000.00
09D	Epoxy Flooring	48,000.00
09E	Painting	61,200.00
15A	Fire Protection	35,213.00
15B	Plumbing	199,999.00
15C	HVAC	372,998.00
16	Electrical & Low Voltage	557,901.00
18000B	Site Conditions	208,800.00
	<b>SUBTOTAL</b>	<b>4,665,825.00</b>
<b>FEES, INSURANCE, BONDS &amp; CONTINGENCY (% of Construction Costs)</b>		
1000A	Construction Manager's Fee (3%)	139,975.00
1000B	General Conditions Fee (4.5%)	209,962.00
1000C	Insurance (1%)	46,658.00
1000D	Bond (1%)	46,658.00
1000E	Post Construction Closeout	4,800.00
	<b>SUBTOTAL</b>	<b>448,053.00</b>
<b>CONTINGENCY</b>		
1000E	Contingency	233,291.00
	<b>SUBTOTAL</b>	<b>233,291.00</b>
	<b>GRAND TOTAL GMP</b>	<b>5,347,169.00</b>
<b>SOFT COSTS / ALLOWANCES (Not Included in GMP)</b>		
	A&E Selection Process	7,968.00
	Design Pre-Construction Phase	21,180.00
	Architectural Fee	270,000.00
	Civil Engineering Fee	82,000.00
	Station Alerting System - Remove and Reinstall	24,600.00
	Wireless Installation (Microwave)	28,000.00
	Receiver and RF Notification	12,500.00
	Geotechnical Testing	4,200.00
	CCDD Sampling and Testing	2,000.00
	Utility Connection Fees (ComEd, Nicor, Comcast, Fiber)	75,000.00
	FF&E Allowance	30,000.00
	<b>SUBTOTAL</b>	<b>557,448.00</b>
	<b>GRAND TOTAL OVERALL PROJECT</b>	<b>5,904,617.00</b>

EXHIBIT "E"  
Alternate Prices, Voluntary Alternate Prices and Value Engineering Prices  
Tinley Park Fire Station #47  
April 3, 2019

ALTERNATE PRICES

1. The Guaranteed Maximum Price includes the acceptance of an Alternate to eliminate the in-slab radiant heating system in the aprons of the concrete driveways. A deduct in the amount of \$18,168.00 has been accepted.
2. The Guaranteed Maximum Price includes the acceptance of an Alternate to provide a Carrier 2-Stage Heating / Cooling System that is connected to the Village's BAS System in lieu of the Carrier "Infinity" System with internet connectivity. A deduct in the amount of \$2,800.00 has been accepted.
3. The Guaranteed Maximum Price includes the acceptance of an Alternate to provide 1' x 6' acoustical ceiling tiles in lieu of 1' x 6' wood ceiling panels. A deduct in the amount of \$24,760.00 has been accepted.

VOLUNTARY ALTERNATE PRICES

1. The Guaranteed Maximum Price includes the acceptance of a Voluntary Alternate to combine and award Bid Package O2A Building Demolition and O2B Earthwork & Foundation Excavation to the same Contractor. A deduct in the amount of \$7,500.00 has been accepted.

VALUE ENGINEERING ITEM PRICES

1. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the (6) trees around the pond. A deduct in the amount of \$2,975.00 has been accepted.
2. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to reduce the size of the trees from 3" to 2.5". A deduct in the amount of \$725.00 has been accepted.
3. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the thru-wall flashing underneath the cast stone trim. A deduct in the amount of \$1,500.00 has been accepted.
4. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the standoff wireless wall mounts for the antenna and relocate and increase the length of the structural

mounting pipe system for the antenna. A deduct in the amount of \$833.00 has been accepted.

5. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to provide GAF Timberline HD shingles in lieu of GAF Camelot II shingles. A deduct in the amount of \$6,874.00 has been accepted.
6. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to provide 6" K-Style gutters in lieu of 7" fabricated box gutters. A deduct in the amount of \$14,155.00 has been accepted.
7. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate (1) of the 3" conduit runs from the tower to the IT Room. A deduct in the amount of \$2,000.00 has been accepted.
8. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the Card Reader Allowance from the Electrical Scope of Work. A deduct in the amount of \$20,000.00 has been accepted.
9. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the masonry wall and the associated excavation and concrete footings & foundations at the generator / trash enclosure. A deduct in the amount of \$19,239.00 has been accepted.
10. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to eliminate the masonry wall and the associated excavation and concrete footings & foundations at the outdoor patio wall. A deduct in the amount of \$23,100.00 has been accepted.
11. The Guaranteed Maximum Price includes the acceptance of a Value Engineering Item to install an Owner supplied, high end residential hood system in lieu of providing the CaptiveAire kitchen hood system with associated ansul and makeup air systems. A deduct in the amount of \$34,067.00 has been accepted.

EXHIBIT "F"  
Unit Prices  
Tinley Park Fire Station #47  
April 3, 2019

UNIT PRICES

BP-02AB - Building Demolition, Earthwork & Foundation Excavation

Unit Price No. 1: Provide cost per cubic yard to provide additional excavation and removal of unsuitable and/or unstable base and provide compacted CA-1 structural stone backfill in its place.

- The Guaranteed Maximum Price includes this Unit Price in the amount of \$79.20 per cubic yard.

Unit Price No. 2: Provide cost per cubic yard to provide additional excavation and removal of unsuitable and/or unstable base and provide compacted CA-6 structural stone backfill in its place.

- The Guaranteed Maximum Price includes this Unit Price in the amount of \$93.60 per cubic yard.

BP-09C - Floor Covering and Wall Tile

Unit Price No. 3: Provide cost per square foot to provide WAKOL PU Moisture Barrier System.

- The Guaranteed Maximum Price includes this Unit Price in the amount of \$1.38 per square foot.



# Interoffice Memo

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**Date:** April 3, 2019

**To:** Committee of the Whole

**From:** Hannah Lipman, Management Analyst

**Subject:** Liquor Code Amendments

## **Proposed Amended Changes to Liquor Classes (I and J) for Hollywood Casino Ampitheater & Legends Music, LLC**

On March 26, 2019, Village staff met with representatives from the Hollywood Casino Ampitheater and Legends Music, LLC (Legends). Present from Legends was Legends District Manager Tom Geigner, Operations Manager Courtney Rourke, and Attorney Robert Anderson.

Currently, the Village's liquor code has two classes (Class I and Class J) that are specific to the Ampitheater. The Class I license applies to all general areas (the hill, concourse, etc). The Class J license applies to tent areas, skybox areas, club rooms, and golden boxes. The petitioner, Legends, is seeking to add alternative service methods and modifications as a means to improve the guest experience and modernize the venue. The purpose of this memo is to discuss several proposed amendments to both liquor classes. Below is an overview of the requests.

### **Class I Liquor License Requests**

Overview:

- Increased areas of alcohol service
- Allowance of additional types of alcoholic beverages (e.g. canned wine beverages)
- Roaming mobile vendors as a means of increasing service (subject to set forth terms)

Legends is requesting that the Class I License be modified to allow for alcohol sales within the fence line (which includes the grassy hill) at two designated points of sale (South Hill Portable and North Hill Portable, see attached map), within a secured temporarily fenced in area when all day concerts play in the parking lot, and within an extended fence line outside of gate 4 and potentially gate 3 when attendance is above 23,000 to allow for more concourse space. In the parking lot, Live Nation works with a company to set up a 6 foot temporary metal chain link fence around the perimeter of the area. Guests enter the gated in area after they walk through security lines and ticketed gates. This fenced in area is secured by both Live Nation security guards as well as officers from the Tinley Park Police Department. The petitioner would also like to request sales of wine by the recyclable can and service of wine coolers up to 25 ounces. They would also like to be allowed to have roaming, mobile vendors selling alcoholic in the lawn area, under certain set forth terms.

### **Class J Liquor License Requests**



Overview:

- Increased areas of alcohol service
- Allowance of additional types of alcoholic beverages (e.g. canned wine beverages)

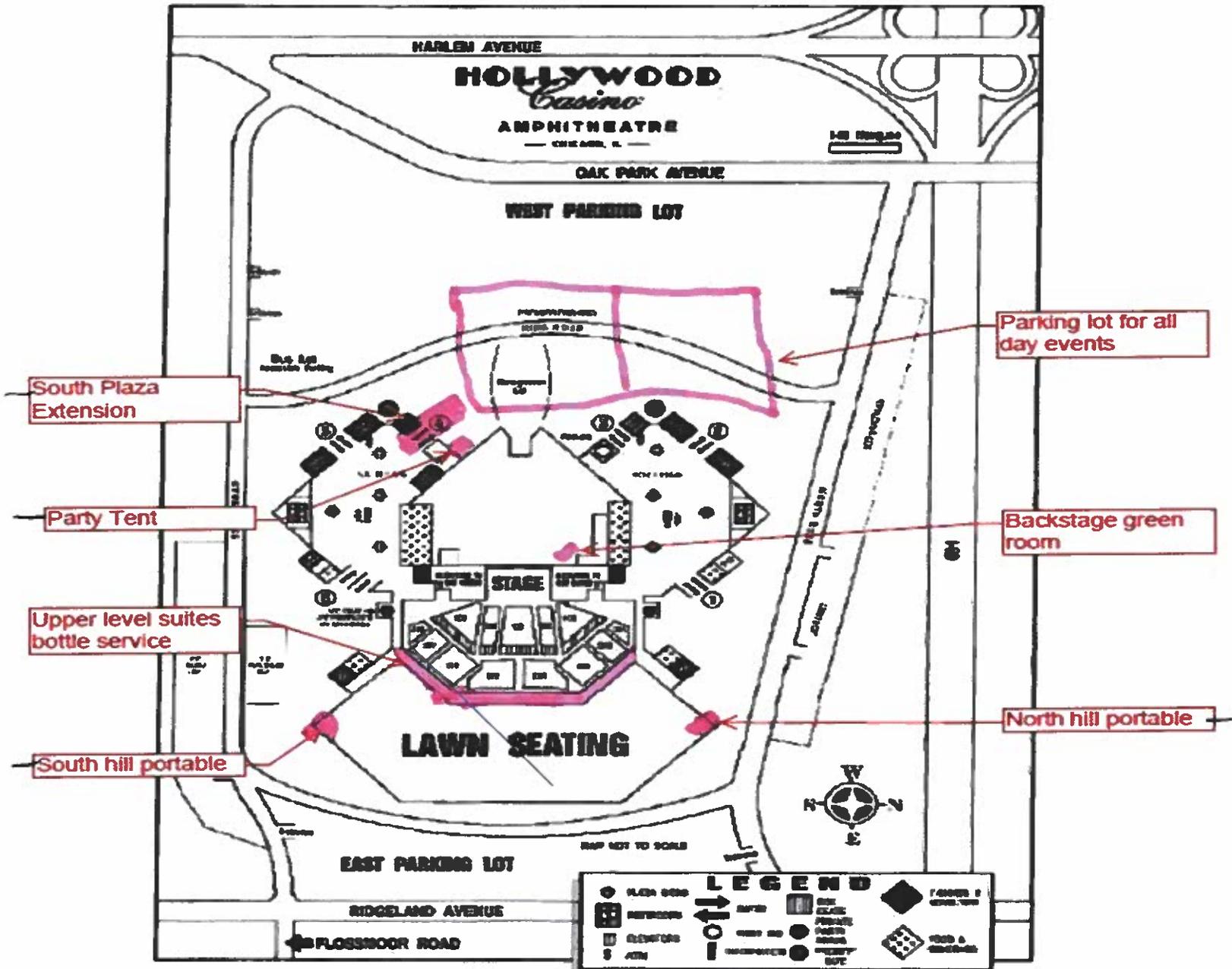
As in the Class I request, the petitioner would like to make a request for sales of wine by the recyclable can and service of wine coolers up to 25 ounces. Legends would like to request that the VIP areas be allowed to sell the same sized drinks as is allowed in the Concession Areas in Class I.

Legends is also requesting that the Class J license allow for guests to be able to take their beverages out of all private VIP areas into the rest of the venue from the VIP area. They are requesting a change to the Class J license to permit the sale of alcohol to guests who have tickets to certain private areas adjacent to the floor boxes, but who do not also hold floor box tickets. Additionally, they would like the statute language to be more universally applicable to allow for reasonable changes (e.g., VIP area names that can be changed based on sponsorships). Lastly, Legends is requesting the sale of alcohol by bottle service in upper Skyboxes.

Attached is a map for your reference.



# MAP OF VENUE



## HAWKING

- Hawkers will be used in high traffic and crowded areas. Hawkers move around the amphitheater subject to business needs and per supervision being readily available.
- Hawkers will not be allowed to service guests in the middle of rows for ID purposes. They will be limited to one alcoholic beverage per guest and will ID every guest every transaction.
- Supervisors and alcohol compliance officers will roam throughout to oversee the hawkers.



# Interoffice Memo

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**Date:** April 3, 2019

**To:** Committee of the Whole

**From:** Hannah Lipman, Management Analyst

**Subject:** Fratellos change from EV to AV liquor license

## Change in Liquor Class for “Fratellos”

The purpose of this memo is to discuss the request by “Fratellos” to change from a Class EV to a Class AV Liquor License. This would require action to raise the cap of Class AV Liquor Licenses in Tinley Park by one (1), award “Fratellos” with a Class AV Liquor License, then decrease the cap of Class EV Liquor Licenses by one (1).

The petitioner, Adriano Martino, approached Mayor Vandenberg’s Office about changing liquor classes. “Fratellos”, located at 7101 W 183<sup>rd</sup> Street, currently has a Class EV Liquor License.

Per the Village’s Liquor Code, a Class EV license authorizes the retail sale of beer and wine only for consumption on the premises and allows for gaming. A Class AV license is quite similar, except it allows for the sale of alcoholic liquor in addition to beer and wine (also includes gaming). Gaming is not impacted by this change.

In an effort to enhance their image, “Fratellos” hopes to make various changes to their restaurant in order to achieve more of a ‘gastropub’ concept. While their catering business has been steady, the petitioner is looking to attract additional business to keep the dining room busy. The changes would stray away from the current quick self serve concept, to full service with wait staff. Where the current deli cases are placed, work will be done to change that into a bar/waiting area. They are aiming to serve great food, big portions, premium spirits and wine without a large price tag. There are no plans to add any tapping systems; beer will continued to remain bottled. Additionally, they will close by midnight on weekends.

The petitioner is aware they would need to work with the Community Development Department for all of the proper permits and already has a contractor lined up should they be approved to change to a Class AV license.

Should the petitioner be granted a Class AV license, they would vacate their current Class EV license, requiring action to decrease the Class EV cap by one (1).

**PUBLIC  
COMMENT**

**ADJOURNMENT**