

# **NOTICE OF STANDING COMMITTEES**

Scheduled for  
Tuesday, March 12, 2019,  
beginning at 6:30 p.m. in

Council Chambers  
Village Hall of Tinley Park  
16250 S. Oak Park Avenue  
Tinley Park, Illinois

**Public Safety Committee**  
**Public Works Committee**

A copy of the agendas for these meetings is attached hereto.

Kristin A. Thirion  
Clerk  
Village of Tinley Park

**NOTICE OF A MEETING**  
**OF THE PUBLIC SAFETY COMMITTEE**

Notice is hereby given that a meeting of the Public Safety Committee of the Village of Tinley Park, Cook and Will Counties, Illinois, will begin at 6:30 p.m. on Tuesday, March 12, 2019, in the Council Chambers at the Village Hall of Tinley Park, 16250 S. Oak Park Avenue, Tinley Park, Illinois.

The agenda is as follows:

1. OPEN THE MEETING.
2. CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON JANUARY 8, 2019.
3. DISCUSS FIRE DEPARTMENT PAY PLAN.
4. DISCUSS AWARDDING THE CONTRACT FOR THE DISASTER RECOVERY SOFTWARE – SECOND DATA CENTER.
5. RECEIVE COMMENTS FROM THE PUBLIC.

ADJOURNMENT

KRISTIN A. THIRION  
VILLAGE CLERK

**MINUTES**  
**Public Safety Committee**  
**January 8, 2019 – 6:30 p.m.**  
**Village Hall of Tinley Park – Council Chambers**  
**16250 S. Oak Park Avenue**  
**Tinley Park, IL 60477**

Members Present: W. Brady, Chairman  
B. Younker, Village Trustee  
M. Glotz, Village Trustee

Members Absent: None

Other Board Members Present: None

Staff Present: D. Niemeyer, Village Manager  
F. Reeder, Fire Chief  
D. Riordan, Deputy Fire Chief  
M. Zonsius, Assistant Treasurer  
M. Thomas, Information Technology Manager  
K. Clarke, Planning Manager  
D. Spale, Village Attorney  
L. Godette, Deputy Village Clerk  
L. Carollo, Commission/Committee Secretary

**Item #1** - The Public Safety Committee meeting was called to order at 6:30 p.m.

**Item #2 – CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON SEPTEMBER 11, 2018** – Motion was made by Trustee Glotz, seconded by Trustee Younker, to approve the minutes of the Public Safety Committee meeting held on September 11, 2018. Vote by voice call. Chairman Brady declared the motion carried.

**Item #3 – DISCUSS 911 SERVER UPGRADE** – The Village’s current Computer Aided Dispatch (CAD) system is approximately 5 years old and the servers supporting the system are at end-of-life and in need of replacement. The software applications executed on the servers also would benefit from upgraded servers to run the most up-to-date software in order to stay compliant with state and federal regulations and guidelines related to CAD systems. In 2012, the Village reviewed options for the CAD system replacement or upgrade and it was recommended the Village remain with the current CAD provider, Superion/Central Square Technologies, formally SunGuard.

Superion/Central Square Technologies utilizes specifically designed and built servers from Stratus Technologies to run their CAD software. Stratus servers are designed to provide the highest uptime for CAD systems and also provide a platform to run the most effective and reliable software applications to support 911 CAD. Stratus servers are designed to allow our 911 CAD software to remain available at a rate exceeding other manufacturer servers. Implementing servers from another company would require a new design and installation of the 911 CAD software.

The Village has \$120,000 budgeted in the current fiscal year for the upgrade expenditures.

Staff requested approval of 911 system server upgrades utilizing Superion/Central Square Technologies and Stratus Technologies, not to exceed \$120,000.

Motion was made by Chairman Brady, seconded by Trustee Younker, to recommend approval of 911 system server upgrades utilizing Superior/Central Square Technologies and Stratus Technologies, not to exceed \$120,000. Vote by voice. Chairman Brady declared the motion carried.

**Item #4 – DISCUSS WIRELESS RADIO ALARM REMOTE MONITORING UPGRADE** – In January 2018, the Village Board approved extension of the maintenance contract to Fox Valley Fire and Safety. The scope of the agreement includes all transmitting and receiving equipment, both remote at the Police Department as well as the Public Safety building. The Village currently monitors 560 alarm positions.

The extension of this contract also included a partnership with a U.L. listed central station, Emergency 24, to manage the volume of “trouble type” signals with the goal of providing more time for dispatch personnel to concentrate on more emergent incidents. Additionally, if necessary, Emergency 24 could be a backup for monitoring alarm signals should dispatch be unable. Another goal of this program will be to reduce the number of calls from alarm service technicians into our dispatch center, which will eventually significantly reduce phone call volume by several thousand yearly.

Below is a summary of activity and accomplishments since Village Board approval on January 16, 2018.

- July 2018 – Strategic meeting with Fox Valley, Emergency 24 and Village staff to discuss roles and responsibilities. Fire Prevention and officers notified of Emergency 24 transition.
- August 2018 – All remote radio transmitters were relabeled with updated information, which was completed by October 1, 2018. Letters were sent to all alarm holders, informing them of the enhanced program and requesting updated contact information. Dispatch management modified the policy regarding handling of alarms, which was a pilot program regarding protocols Emergency 24 will use for supervisory/trouble alarms. IT personnel began discussions regarding the requirements to protect Village infrastructure for exporting/importing data. All equipment/software upgrades have been identified for Fox Valley.
- August 2018 – December 2018 – Fox Valley and Emergency 24 began the “build” of the database using Fire Prevention information and required protocols. This was completed December 2018.
- September 2018 – A “train the trainer” session was held with IT, Fire Department and Dispatch.
- October 2018 – A follow-up order issued to Officer and Fire Prevention with extended detail regarding responses to supervisory fire alarm signals.
- First Quarter 2019 – Fox Valley will be working with the Village to finalize all upgrades, pilot the completed enhancements and place the program in service. Estimated completion date is February 1 – March 1, 2019.

Chairman Brady thanked the Fire Department and IT staff for their hard work and efforts. D. Riordan, Deputy Fire Chief stated Tinley Park is the third jurisdiction, with Winnetka and Des Plaines having also undergone the wireless radio alarm remote monitoring upgrade.

**Item #5 – RECEIVE COMMENTS FROM THE PUBLIC** - No comments from the public.

#### **ADJOURNMENT**

Motion was made by Chairman Brady, seconded by Trustee Younker, to adjourn this meeting of the Public Safety Committee. Vote by voice call. Chairman Brady declared the motion carried and adjourned the meeting at 6:42 p.m.

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# Interoffice Memo

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**Date:** March 8, 2019

**To:** Public Safety Committee

**From:** David Niemeyer, Village Manager *DN*

**cc:** Pat Carr, Assistant Village Manager  
Forest Reeder, Fire Chief  
Denise Maiolo, Human Resources Director  
Paula Wagener, Deputy Human Resources Director  
Patrick Connelly, Village Attorney

**Subject:** Fire Pay Plan

Attached is the backup that was provided to the Village Board for the budget discussion on February 26, 2019. It will be discussed further at the Public Safety Committee meeting scheduled for Tuesday, March 12, 2019.



# Interoffice Memo

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**Date:** January 28, 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 up to date 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 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 this certification 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 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. In the first year of the proposed plan, those who receive a successful evaluation will have opportunity to move 1 full step increase within the same paygrade if he/she meets excellent criteria in all relevant evaluation categories, and **also** has a minimum number of years of seniority (i.e., 15 or 20).
4. **Merit only 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.
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.

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

Cost of Plan prior to EDU allocation (rounded)	Allocation	Net estimated cost of Plan
Year 1 estimate: \$59,000	Allocation of EDU funds: \$75,000	Year 1: \$0.00
Year 2 estimate: \$142,000	Allocation of EDU funds: \$75,000	Year 2: \$67,000
Year 3 estimate: \$243,000	Allocation of EDU funds: \$75,000	Year 3: \$168,000
Year 4 estimate: \$353,500	Allocation of EDU funds: \$75,000	Year 4: \$278,500

**Total Cumulative cost for first four yrs.** = approximately \$513,500

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

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 Chiefs included in calculations;
- Open positions (not yet filled) in respective categories are included in the cost of the plan;
- 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 as follows:

- **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.
- **Exhibit 2** shows percentage increase for these positions in the first year, and detailed comparisons to market data, for FY 2020.
- **Exhibit 3** shows cost detail. Totals prior to rounding up are on the last page.
- **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.

Thank you for your consideration.



Rank	Algonquin	Homewood	Lansing	Flossmoor	Hanover Park	Crestwood	Geneva	So. Chgo. Hgts	Westmont	McHenry Township	Tinley Park-CURRENT	Tinley Park-PROPOSED (Step A)	IF HIGHLIGHTED IN YELLOW, EITHER EMT-B OR EMT-P IS REQUIRED TO PAY AT RATE LISTED
CERTIFIED Firefighter (NO EMT-B or EMT-P required) - POST Probation			\$13.58	\$21.00			\$20.90	15.43-16.91	16.11-21.97	\$14.08	\$19.04	\$18.30	Westmont rates based on EMT or PM license. Flossmoor pays the same without FAE, but HIGHLY PREFERS IT, REQUIRES EMT LICENSE.
Firefighter (EMT-B or EMT-P required) EXCEPT TINLEY PARK	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	\$18.30	Crestwood, Westmont, Geneva, Lansing & Hanover Park rates based on EMT or PM license. McHenry rates in orange font are for those with EMT-P, as compared to those with EMT-B license. Algonquin higher rate based on EMT-P. Most communities require FAE and/or other qualification to drive Fire Engine. Flossmoor has high preference for FAE and FFII certification for applicants
Engineer				\$21.00		16.40, 17.94, 18.71			22.56-25.89		\$20.77	\$19.96	Crestwood Engineer rates based on EMT or PM license, top rate is for Chief Engineer. Flossmoor has high preference for FAE and FFII certification for applicants
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	\$22.30	Crestwood & Lansing rates based on EMT or PM license. Flossmoor rate is POC. Average calculation included Tinley Current rate Only.
Captain/ Officer				\$27.25		\$19.72		29.70-31.86	28.14, 28.64, 29.14, 29.64, 30.14, 31.14		\$22.80	\$23.14	Flossmoor receives annual stipend in addition to Hourly rate. McHenry rate still current/accurate. Average calculation included Tinley Current rate Only.
Asst. Chief						\$19.73		35.70-42.85	31.14, 31.64, 32.14, 32.64, 33.14, 34.14		\$25.96	\$26.94	TP pays a stipend as next higher position's rate of pay for Lieutenants and Captain when they work as "Shift Commander". 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.
Deputy Chief Operations (PT)						\$28.70		\$51.18			\$38.37	\$38.47	

Positions SHOWN BELOW	Current Plan Min Hrly Rate w/2.5%	Current Plan Max Hrly Rate w/2.5%	Proposed STEP A Hourly Rate, FY 2020	% Increase in FIRST year of Plan compared to Current Plan	Proposed STEP A is ___% Higher or LOWER vs. Market Minimum	Proposed STEP A is ___% Higher or LOWER vs. Market 60th Perc.	MIDPOINT of Proposed Range is ___% Higher or LOWER vs. Market 60% Perc.	Proposed Max./ STEP J Hourly Rate, FY 2020	Proposed Maximum is ___% Higher or LOWER vs. Market Maximum	Avail. Minimum Hourly Rate	Avail. Market Data: 60th Percentile	Avail. Market Data: Maximum Hourly Rate
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 (Post Probation)-EMT Required outside of Tinley Park)	\$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%	\$24.34	9.00%	\$18.09	\$20.91	\$22.33
Lieutenant	\$22.21	\$22.21	\$22.86	2.93%	17.41%	17.72%	7.73%	\$26.66	5.81%	\$19.47	\$26.91	\$28.21
Captain	\$23.37	\$23.37	\$24.19	3.51%	12.65%	22.12%	11.68%	\$28.20	6.88%	\$27.25	\$29.54	\$30.14
Assistant Fire Chief	\$26.61	\$26.61	\$27.61	6.36%	9.02%	18.58%	8.48%	\$32.20	6.99%	\$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.

Shift Commander - Alternate Rate

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

**EXHIBIT 3 - FINAL 2/12/2019**  
See Footer for Legend

**\*\*FINAL\*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL\*\***

Lead Name Column1	Full Name Column2	Position Title Column3	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours Column4	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours Column14	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours Column18	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours Column22	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours Column24	Total Estimated Cost for 1st Four Years of Plan, in EXCESS OF ORDINANCE PAYRATES (Based on Estimated Hours) Column28	Standard Hours Column31	Appointment Status Column32
CORTLET JR	JOHN	PROB FIREFIGHTER IMRF (assume Post-Probation in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Leave
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
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CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CERTIFIED NEW HIRE	PROBATIONARY FIREFIGHTER	(assume Chg. to Non-Prob. FF IMRF in Year 2)	\$0.00	-\$298.48	\$98.34	\$537.58	\$63.97	\$337.44	1040	Not yet Hired
CALUNGAGUIN	EDMUNDON	FIREFIGHTER	\$0.00	\$143.91	\$265.02	\$481.34	\$23.07	\$800.27	360	Active
CURTIS	STEVEN	FIREFIGHTER	\$0.00	\$203.97	\$417.14	\$785.90	\$38.44	\$1,380.71	510	Active
DANIEL	JAMES	FIREFIGHTER	\$0.00	\$103.94	\$213.07	\$398.60	\$38.44	\$1,065.90	260	Active
ODIEKAN	THOMAS	FIREFIGHTER	\$0.00	\$211.87	\$434.33	\$785.10	\$38.44	\$1,415.10	530	Active
PEASLEE	SEAN	FIREFIGHTER	\$0.00	\$170.69	\$348.77	\$668.90	\$38.44	\$1,317.56	430	Active



**EXHIBIT 3 - FINAL 2/12/2019** **\*\*FINAL\*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL\*\***  
 See Footer for Legend

Last Name	First Name	Position Title	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate Based on Estimated Hours	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate Based on Estimated Hours	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate Based on Estimated Hours	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)	Standard Hours	Appointment Status
REDZMAIR	STANLEY	FIREFIGHTER	\$0.00	\$183.90	\$335.98	\$788.96	\$1,288.79	410	Active
RABIDEAU	TODD	FIREFIGHTER	\$0.00	\$37.95	\$8.01	\$788.90	\$1,037.13	220	Active
RYGULA	JAMES	FIREFIGHTER	\$0.00	\$203.47	\$417.94	\$788.90	\$1,390.71	510	Active
TILLSON	CHRISTOPHER	FIREFIGHTER	\$0.00	\$131.82	\$270.43	\$788.90	\$1,171.25	330	Active
ZANTA	MATTHEW	FIREFIGHTER	\$0.00	\$191.88	\$383.35	\$788.90	\$1,354.13	485	Active
ZANTA	RYAN	FIREFIGHTER	\$0.00	\$335.78	\$668.37	\$788.90	\$1,793.06	640	Active
ADKINS	DAVID	FIREFIGHTER - IMRF	\$0.00	\$597.63	\$1,204.85	\$1,883.90	\$3,678.08	1470	Active
BELLEVUE	MICHAEL	FIREFIGHTER - IMRF	\$0.00	\$415.74	\$852.27	\$1,332.76	\$2,600.77	1040	Leave
BELMAN	ROBERT	FIREFIGHTER - IMRF	\$0.00	\$558.65	\$1,147.28	\$1,794.10	\$3,501.03	1400	Active
BROOKS	TIMOTHY	FIREFIGHTER - IMRF	\$0.00	\$503.89	\$1,032.55	\$1,614.89	\$3,150.33	1280	Active
BULYAN	MARK	FIREFIGHTER - IMRF	\$0.00	\$811.02	\$1,253.82	\$1,868.69	\$3,828.15	1530	Active
BUTERA	ANTHONY	FIREFIGHTER - IMRF	\$0.00	\$278.83	\$573.64	\$887.05	\$1,750.52	700	Active
CALLUGA	JOSEPH	FIREFIGHTER - IMRF	\$0.00	\$251.84	\$516.28	\$807.34	\$1,575.46	630	Active
DONLAN	THOMAS	FIREFIGHTER - IMRF	\$0.00	\$207.87	\$426.13	\$888.38	\$1,750.33	520	Active
TIMMANOULDIS	ALEXANDER	FIREFIGHTER - IMRF	\$0.00	\$787.52	\$1,573.42	\$2,460.48	\$5,825.47	1920	Active
FEINBERG	BEREMY	FIREFIGHTER - IMRF	\$0.00	\$938.41	\$1,824.80	\$3,011.52	\$8,514.42	2350	Active
FITZMAURICE	LIAM	FIREFIGHTER - IMRF	\$0.00	\$503.89	\$1,025.55	\$1,614.89	\$3,145.15	1280	Active
FORD	FREDERICK	FIREFIGHTER - IMRF	\$0.00	\$527.87	\$1,081.72	\$1,681.58	\$3,300.87	1320	Active
GARRIN	SHANE	FIREFIGHTER - IMRF	\$0.00	\$931.42	\$1,865.89	\$2,895.89	\$8,351.87	2330	Active
GRZESZKIEWICZ	STEVEN	FIREFIGHTER - IMRF	\$0.00	\$115.93	\$231.65	\$371.63	\$725.21	280	Active
GLUZ	DANIEL	FIREFIGHTER - IMRF	\$0.00	\$415.74	\$852.27	\$1,332.76	\$2,600.77	1040	Leave
HANAGA	JOSEPH	FIRE FIGHTER - IMRF	\$0.00	\$467.71	\$956.80	\$1,486.35	\$3,042.15	1170	Active
HUKOWICZ	LEAK	FIREFIGHTER - IMRF	\$0.00	\$335.79	\$688.37	\$1,078.46	\$2,100.62	840	Active

**\*\*FINAL \*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL \*\***

**EXHIBIT 3 - FINAL 2/12/2019**

See Footer for Legend

Last Name	First Name	Position Title	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	YEAR 1 ESTIMATED IMRF COSTS	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	YEAR 2 ESTIMATED IMRF OR ICMA COSTS	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	YEAR 3 ESTIMATED IMRF OR ICMA COSTS	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	YEAR 4 ESTIMATED IMRF OR ICMA COSTS	Total Estimated Cost for 1st Four Years of Plan, IN EXCESS OF ORDINANCE PAY RATES (based on Estimated Hours)	Standard Hours	Appointment Status
HOOGBOORST	MIHAN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$707.56	\$117.74	\$1,450.48	\$241.38	\$2,268.25	\$377.43	\$6,169.32	1770	Active
HWAJAGA	JEFFREY	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Active
JOHNSON	MATTHEW	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Active
KADABA	ALPHIN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Leave
KIVANEC	SHANE	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Leave
KRUG	CHARLES	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Active
KUSHNER	MICHAEL	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$591.83	\$70.40	\$1,212.84	\$144.33	\$1,886.62	\$225.70	\$3,701.09	1480	Active
KUSHNER	JEFFREY	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$388.78	\$42.81	\$737.54	\$87.77	\$1,153.35	\$137.25	\$2,250.68	900	Active
LUDKE II	RANDY	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$478.70	\$57.08	\$883.38	\$117.02	\$1,527.80	\$183.00	\$3,000.89	1200	Active
MEMMESHEIMER	LAURA	FIREFIGHTER IMRF	\$0.00	\$0.00	\$531.66	\$65.65	\$1,130.89	\$134.50	\$1,768.47	\$210.45	\$3,451.02	1380	Active
MERRICK	JONATHAN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$391.76	\$40.87	\$803.16	\$185.78	\$1,295.67	\$259.25	\$4,251.29	980	Active
MILAZZO	MICHAEL	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$815.62	\$73.28	\$1,262.01	\$150.18	\$1,973.51	\$234.85	\$3,851.14	1540	Active
MAGLE	JOHN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$359.78	\$42.81	\$737.54	\$87.77	\$1,153.35	\$137.25	\$2,250.68	900	Active
QUILTY JR	MICHAEL	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$643.00	\$86.22	\$1,316.37	\$178.75	\$2,063.21	\$276.40	\$4,532.56	1810	Active
REYES	PAUL	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$858.30	\$78.48	\$1,352.15	\$180.91	\$2,114.47	\$251.62	\$4,126.22	1650	Active
ROEMER	BRADLEY	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$307.81	\$60.18	\$631.01	\$164.32	\$986.75	\$256.96	\$4,213.74	775	Active
SARHAGE	SEAN	FIREFIGHTER IMRF	\$0.00	\$0.00	\$643.00	\$86.87	\$1,316.37	\$185.78	\$2,063.21	\$276.40	\$4,251.29	1810	Active
SEANLON	REBECCA	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$598.83	\$71.38	\$1,228.23	\$148.28	\$1,922.25	\$228.75	\$3,751.11	1500	Active
SHULEVITZ	JOSEPH	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$387.76	\$48.14	\$784.80	\$84.89	\$1,243.05	\$147.82	\$2,425.72	870	Active
STANTON	MICHAEL	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Leave
STARKMAN	WAYNE	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Active
THOMSON	NATHAN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Leave (Military)
TRIMASTRA	NICOLAS	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$689.56	\$83.25	\$1,434.18	\$170.66	\$2,242.62	\$266.87	\$4,376.28	1750	Active
UTHE	STEVEN	FIREFIGHTER - IMRF	\$0.00	\$0.00	\$415.74	\$49.87	\$852.27	\$101.42	\$1,332.78	\$158.80	\$2,800.77	1040	Active

**EXHIBIT 3 - FINAL 2/12/2019** **\*\*FINAL\*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL\*\***  
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Last Name	First Name	Position Title	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 Annual Pay ORICMA COSTS	Year 4 Annual Pay ORICMA COSTS	Total Estimated Cost for 14 Four Years of Plan, IN EXCESS OF ORDINANCE PAY RATES (Based on Estimated Hours)	Standard Hours	Appointment Status
WALBEOGH	GIANNI	FIREFIGHTER - IMRF	\$0.00	\$415.14	\$652.27	\$1,332.76	\$158.00	\$2,000.77	1040	Leave	
WACK	JONATHAN	FIREFIGHTER - IMRF	\$0.00	\$251.96	\$1,130.80	\$1,788.47	\$210.43	\$3,451.00	1390	Active	
EMERSON/Total Hours Certified As of Engineer	10260	City Rate + Advtl. Suspend for FF working as Other	-4186.36	\$3,229.94	\$7,248.25	\$11,487.35	\$1,387.00	\$21,488.77			
Unfilled FF as Acting Officer	500	City Rate + Advtl. Suspend for FF working as Other	\$26.19	\$165.35	\$370.73	\$598.39	\$67.40	\$1,161.60			
Unfilled Acting as ENG on Holiday	210	DOUBLE Acting engineer rate of pay	-88.40	\$141.23	\$288.48	\$473.01	\$56.26	\$884.32			
FIREFIGHTER/ACTING PAY	2088.3	DOUBLE Acting rate of pay	\$0.00	\$1,078.15	\$3,436.11	\$5,373.33	\$639.43				
KOPYCINSKI	MICHAEL	ENGINEER-FIRE	\$0.00	\$25.88	\$54.26	\$84.05	\$4.20	\$164.18	80	Active	
O'DETTE	JOSEPH	ENGINEER-FIRE	\$0.00	\$150.94	\$318.51	\$490.27	\$24.51	\$957.73	350	Active	
OSTEDAHN	BRETT	ENGINEER-FIRE	\$0.00	\$53.89	\$113.04	\$175.10	\$8.75	\$342.04	125	Active	
RICHY	WILLIAM	ENGINEER-FIRE	\$0.00	\$308.20	\$642.07	\$984.54	\$49.73	\$1,842.62	710	Active	
TOMRA JR.	THOMAS	ENGINEER-FIRE	\$0.00	\$103.50	\$217.04	\$338.18	\$18.61	\$656.73	240	Active	
TURNER JR.	WILLIAM	ENGINEER-FIRE	\$0.00	\$172.51	\$361.73	\$560.31	\$28.02	\$1,094.54	400	Active	
BEST	TIMOTHY	ENGINEER-FIRE IMRF	\$0.00	\$534.77	\$1,121.38	\$1,736.95	\$208.70	\$3,383.09	1240	Active	
BLUMBERG	THOMAS	ENGINEER-FIRE IMRF	\$0.00	\$452.83	\$949.34	\$1,470.80	\$175.03	\$2,873.18	1050	Active	
CASNER	ADAM	ENGINEER-FIRE IMRF	\$0.00	\$702.87	\$1,474.86	\$2,283.25	\$271.71	\$4,480.27	1830	Active	
DE ADAM	ANTHONY	ENGINEER-FIRE IMRF	\$0.00	\$801.35	\$1,680.04	\$2,627.60	\$378.38	\$6,211.54	2090	Active	
DONNELLY JR.	THOMAS	ENGINEER-FIRE IMRF	\$0.00	\$556.34	\$1,108.58	\$1,668.89	\$215.03	\$3,529.80	1290	Active	
DUFFY	JOHN	ENGINEER-FIRE IMRF	\$0.00	\$332.08	\$686.33	\$1,078.59	\$128.35	\$2,107.00	770	Active	
GILGENBERG	MICHAEL	ENGINEER-FIRE IMRF	\$0.00	\$378.32	\$795.61	\$1,232.87	\$148.89	\$2,408.00	880	Active	
GIRANT	DANIEL	ENGINEER-FIRE IMRF	\$0.00	\$470.04	\$965.71	\$1,451.83	\$181.89	\$2,982.83	1090	Active	
GIRECO	JOSEPH	ENGINEER-FIRE IMRF	\$0.00	\$672.76	\$1,410.75	\$2,185.19	\$280.04	\$4,288.72	1560	Active	





**EXHIBIT 3 - FINAL 2/12/2019**

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**\*\*FINAL\*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL\*\***

Last Name	First Name	Position Title	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	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 PAY RATES (Based on Estimated Hours)	Standard Hours	Appointment Status
BOHRESEN	NICHOLAS	LEUTENANT-FIRE	\$0	\$1,261.03	\$1,844.75	\$3,114.87	\$4,095.84	\$487.40			
BOHRESEN	DENNIS	LEUTENANT-FIRE	\$388.95	\$675.42	\$888.59	\$49.43	\$1,316.98	\$65.85	\$3,388.94	1000	Active
GLUYKA	BRYAN	LEUTENANT-FIRE	\$207.44	\$360.23	\$527.25	\$28.36	\$702.39	\$35.12	\$1,797.30	520	Active
OPEN	OPEN	LEUTENANT-FIRE	\$388.95	\$675.42	\$888.59	\$49.43	\$1,316.98	\$65.85	\$3,388.94	1000	Active
BAHRY	JOHN	LEUTENANT-FIRE IMRF	\$684.50	\$1,099.50	\$2,183.61	\$261.00	\$2,821.82	\$347.70	\$7,478.70	1330	Active
BOHRESEN	NICHOLAS	LEUTENANT-FIRE IMRF	\$845.00	\$1,465.75	\$2,144.33	\$235.17	\$2,855.91	\$339.85	\$7,310.99	1300	Active
COTRANO	MARK	LEUTENANT-FIRE IMRF	\$760.50	\$1,318.18	\$1,928.89	\$229.80	\$2,570.32	\$305.87	\$6,578.89	1170	Active
CULLBERTSON	AJAHM	LEUTENANT-FIRE IMRF	\$1,059.50	\$1,837.83	\$2,688.85	\$318.95	\$3,380.80	\$426.12	\$9,166.36	1630	Active
DE BIAS	DONALD	LEUTENANT-FIRE IMRF	\$1,085.50	\$1,882.93	\$2,754.83	\$327.00	\$3,660.75	\$458.98	\$9,391.81	1870	Active
QUESING	BRYAN	LEUTENANT-FIRE IMRF	\$1,825.00	\$2,818.75	\$4,123.70	\$537.83	\$6,492.14	\$716.31	\$15,408.32	2500	Active
FRENCH	JEFFREY	LEUTENANT-FIRE IMRF	\$617.50	\$1,071.13	\$1,567.01	\$188.47	\$2,087.01	\$248.35	\$5,342.85	950	Active
OPEN POSITION	OPEN	LEUTENANT-FIRE IMRF	\$678.00	\$1,172.80	\$1,715.46	\$204.14	\$2,284.73	\$271.88	\$5,848.78	1040	Active
HICKEY	KEVIN	LEUTENANT-FIRE IMRF	\$1,020.00	\$1,657.00	\$2,418.35	\$298.16	\$3,850.91	\$470.70	\$9,178.85	1800	Active
MAZZIOTTA	DANIEL	LEUTENANT-FIRE IMRF	\$1,053.00	\$1,828.55	\$2,672.16	\$323.86	\$3,558.91	\$431.35	\$8,278.33	1820	Active
OHAGAN	TIMOTHY	LEUTENANT-FIRE IMRF	\$780.00	\$1,353.00	\$1,978.38	\$235.55	\$2,838.29	\$331.71	\$6,748.61	1200	Active
REYNOLDS II	ROBERT	LEUTENANT-FIRE IMRF	\$845.00	\$1,465.75	\$2,144.33	\$235.17	\$2,855.91	\$339.85	\$7,310.99	1300	Active
RICHARDS	SHAWN	LEUTENANT-FIRE IMRF	\$888.00	\$1,530.00	\$2,243.39	\$288.36	\$3,339.22	\$397.37	\$8,548.23	1520	Active
SWARTZENTRUBER	TODD	LEUTENANT-FIRE IMRF	\$884.00	\$1,533.40	\$2,243.39	\$288.36	\$3,339.22	\$397.37	\$8,548.23	1520	Active
WITTMAN	MICHAEL	LEUTENANT-FIRE IMRF	\$1,378.00	\$2,390.30	\$3,498.90	\$423.49	\$4,857.34	\$564.03	\$12,133.41	1120	Active
WOOTEN	JAMES	LEUTENANT-FIRE IMRF	\$845.00	\$1,465.75	\$2,144.33	\$262.54	\$2,855.91	\$348.86	\$7,521.88	1300	Active
PAIE OR TRANSFER	LEUTENANT	LEUTENANT-FIRE IMRF	\$678.00	\$1,172.80	\$1,715.46	\$204.14	\$2,284.73	\$271.88	\$5,848.79	1040	Open Position



**EXHIBIT 3 - FINAL 2/12/2019 \*\*FINAL \*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL \*\***  
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Last Name	First Name	Position Title	Year 1 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	Year 2 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	Year 3 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	Year 4 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 1 ESTIMATED IMRF COSTS	YEAR 2 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 3 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 4 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 1 ESTIMATED IMRF COSTS	YEAR 2 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 3 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	YEAR 4 - Annual Pay Difference vs Ordinance Pay Rate based on Estimated Hours	ESTIMATED IMRF OR ICMA COSTS	ESTIMATED IMRF OR ICMA COSTS	ESTIMATED IMRF OR ICMA COSTS	ESTIMATED IMRF OR ICMA COSTS	Total Estimated Cost for 14 Four Years of Plan, IN EXCESS OF ORDINANCE PAY RATES (Based on Estimated Hours)	Standard Hours	Appointment Status
HIRE OR TRANSFER	LEUTENANT	LEUTENANT-FIRE IMRF	\$878.00	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$204.14	\$271.86	\$271.86	\$271.86	\$2,049.11	1040	Open Position
HIRE OR TRANSFER	LEUTENANT	LEUTENANT-FIRE IMRF	\$870.00	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$204.14	\$271.86	\$271.86	\$271.86	\$5,848.79	1040	Open Position
HIRE OR TRANSFER	LEUTENANT	LEUTENANT-FIRE IMRF	\$870.00	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$80.44	\$1,172.60	\$1,715.46	\$2,284.73	\$204.14	\$271.86	\$271.86	\$271.86	\$5,848.79	1040	Open Position
Command Acting hours offered by Commander Rate	190	LEUTENANT acting as COMMANDER RATE PAY	\$390.45	\$470.16	\$548.92	\$631.83	\$47.41	\$470.16	\$548.92	\$631.83	\$47.41	\$470.16	\$548.92	\$631.83	\$63.32	\$75.16	\$75.16	\$75.16	\$2,049.11		
Command Acting hours offered by Commander Rate	1100 5		\$1,438.45	\$2,495.16	\$3,650.30	\$4,815.64		\$2,495.16	\$3,650.30	\$4,815.64		\$2,495.16	\$3,650.30	\$4,815.64	\$434.39	\$578.54	\$578.54	\$578.54			
MURRAY JR	WILLIAM	CAPTAIN-FIRE	\$344.40	\$583.95	\$794.27	\$1,040.28	\$117.72	\$583.95	\$794.27	\$1,040.28	\$117.72	\$583.95	\$794.27	\$1,040.28	\$39.71	\$52.01	\$52.01	\$52.01	\$2,742.90	4250	Active
GRIFFIN	TIMOTHY	CAPTAIN-FIRE IMRF	\$935.12	\$1,384.23	\$1,921.36	\$2,516.46	\$105.00	\$1,384.23	\$1,921.36	\$2,516.46	\$105.00	\$1,384.23	\$1,921.36	\$2,516.46	\$242.16	\$317.15	\$317.15	\$317.15	\$7,027.06	1016	Active
MAZZIOTTA	ANTHONY	CAPTAIN-FIRE IMRF	\$1,396.46	\$2,086.70	\$2,720.12	\$3,226.56	\$166.16	\$2,086.70	\$2,720.12	\$3,226.56	\$166.16	\$2,086.70	\$2,720.12	\$3,226.56	\$393.25	\$501.95	\$501.95	\$501.95	\$11,121.92	1703	Active
RANDALL	MATTHEW	CAPTAIN-FIRE IMRF	\$1,014.34	\$1,860.98	\$2,338.32	\$3,083.86	\$120.71	\$1,860.98	\$2,338.32	\$3,083.86	\$120.71	\$1,860.98	\$2,338.32	\$3,083.86	\$278.34	\$364.80	\$364.80	\$364.80	\$4,076.50	1237	Active
ROEMER	KENNETH	CAPTAIN-FIRE IMRF	\$1,051.46	\$2,704.30	\$3,808.73	\$4,633.24	\$186.53	\$2,704.30	\$3,808.73	\$4,633.24	\$186.53	\$2,704.30	\$3,808.73	\$4,633.24	\$403.24	\$539.67	\$539.67	\$539.67	\$13,152.89	2014	Active
STUBE	CHRIS	CAPTAIN-FIRE IMRF	\$1,424.34	\$2,332.36	\$3,294.68	\$4,224.66	\$184.13	\$2,332.36	\$3,294.68	\$4,224.66	\$184.13	\$2,332.36	\$3,294.68	\$4,224.66	\$424.66	\$556.18	\$556.18	\$556.18	\$12,323.46	1737	Active
Command Acting hours offered at H-HER Commander Rate	2730	CAPTAIN acting as COMMANDER PAY RATES	\$1,668.70	\$2,181.46	\$2,728.92	\$3,294.66	\$196.08	\$2,181.46	\$2,728.92	\$3,294.66	\$196.08	\$2,181.46	\$2,728.92	\$3,294.66	\$478.14	\$639.00	\$639.00	\$639.00	\$13,717.36		
CAPTAIN/ASST CHIEF	478		\$735.64	\$1,278.31	\$1,800.35	\$2,317.96	\$93.90	\$1,278.31	\$1,800.35	\$2,317.96	\$93.90	\$1,278.31	\$1,800.35	\$2,317.96	\$74.26	\$290.60	\$290.60	\$290.60			
Captain Plus Command AND Asst Chief/Deputy Chief	95	Asst. Commander rate of pay	\$110.29	\$194.33	\$282.75	\$377.67	\$13.14	\$194.33	\$282.75	\$377.67	\$13.14	\$194.33	\$282.75	\$377.67	\$33.65	\$44.97	\$44.97	\$44.97	\$865.34		Reg & Comm Hours
DUNN	KRISTOPHER	ASST CHIEF-FIRE IMRF	\$5,326.13	\$7,876.82	\$10,104.47	\$12,479.20	\$806.23	\$7,876.82	\$10,104.47	\$12,479.20	\$806.23	\$7,876.82	\$10,104.47	\$12,479.20	\$1,313.33	\$1,883.09	\$1,883.09	\$1,883.09	\$41,654.73	3434	Active
ERWIN	DOUGLAS	ASST CHIEF-FIRE IMRF	\$1,326.50	\$3,440.86	\$4,413.72	\$5,451.02	\$276.93	\$3,440.86	\$4,413.72	\$5,451.02	\$276.93	\$3,440.86	\$4,413.72	\$5,451.02	\$524.23	\$684.67	\$684.67	\$684.67	\$15,831.90	1500	Active

**EXHIBIT 3 - FINAL 2/12/2019**  
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**\*\*FINAL \*\* FY2020-2023 COST OF RECOMMENDED FIRE PAY PLAN \*\*FINAL \*\***

First Name	Last Name	Position Title	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 4 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 1 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 2 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	Year 3 - Annual Pay Difference vs. Ordinance Pay Rate based on Estimated Hours	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 PAY RATES (Based on Estimated Hours)	Standard Hours	Appointment Status
			ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS	ESTIMATED IMRF COSTS			
DREDA	DANIEL	ASST CHIEF-FIRE IMRF	\$3,332.76	\$3,449.84	\$4,423.41	\$5,185.55	\$3,332.76	\$3,449.84	\$4,423.41	\$5,185.55	\$15,673.56	1504	Active
SLEPSKI	THOMAS	ASST CHIEF-FIRE IMRF	\$2,451.34	\$3,935.63	\$4,893.43	\$5,756.81	\$2,451.34	\$3,935.63	\$4,893.43	\$5,756.81	\$11,517.71	1585	Active
Fire Command and Asst. Chief (Holiday Pay)	361	DOUBLE Commander rate of pay Calculation only	\$1,119.82	\$1,656.11	\$2,124.47	\$2,623.76	\$1,119.82	\$1,656.11	\$2,124.47	\$2,623.76	\$7,524.15		
DEPUTY CHIEF WAS PREVIOUSLY ON NIGHT PAYGRADE WITH 3% BETWEEN STEPS													
WLOTZ (Step F Start)	STEPHEN	DEPUTY FIRE CHIEF	\$3,103.95	\$2,612.02	\$2,063.35	\$1,483.33	\$3,103.95	\$2,612.02	\$2,063.35	\$1,483.33	\$8,232.57	1560	Active
			TOTAL with OT: Year 1	TOTAL with OT: Year 2	TOTAL with OT: Year 3	TOTAL with OT: Year 4	TOTAL with OT: Year 1	TOTAL with OT: Year 2	TOTAL with OT: Year 3	TOTAL with OT: Year 4	TOTAL (Reg & OT) Hours: 1st Four Years	Part time - Non Pensionable Budget Balance for FY2019 ONLY: \$317,468 Part time Pensionable Budget Balance for FY2019 ONLY: \$1,863,600	
			\$52,198	\$127,323	\$217,942	\$317,145	\$6,078.33	\$14,453	\$24,862	\$35,935	\$714,808		

EXHIBIT 4

2/12/2019

FINAL - FISCAL YEAR 2019-2020

PART TIME FIRE SUPPRESSION POSITIONS

HOURLY RATES

FINAL - RECOMMENDED RATES AS OF FISCAL YEAR 2019-2020 (FY2020)													MIDPOINTS								
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		
Recruit	8.46																				
Prob. FF	15.70																				
Per Ordinance																					
Firefighter	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	20.87	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	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.	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**	27.61																			30.18	
Dep. Chf. PT**	38.37																			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, \$28.16

CURRENT PART TIME DEPUTY CHIEF STARTS AT \$42.47

\*\* 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 NOT required; \$16.54 EMT required	\$18.09	\$19.47	\$27.25	\$30.10	\$34.50
60th percentile (Market)	\$16.91 EMT NOT 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: \$27.61; Incumbents: \$28.16	Step A: \$39.43; Incumbent: \$42.47
MidPoints of Proposed FY2020 Ranges	\$20.51	\$22.82	\$24.98	\$26.45	\$30.18	\$43.11



<b>Position(s) applicable</b>	<b>HR - Hourly Stipend Recommendation for Fire Pay Plan</b>	<b>FY2019 Rates/ FY2019 Acting Rank Pay Program: Differential/ Higher Pay amount received</b>	<b>Comparable Community/ Township (Market Research)</b>	<b>Amt of Stipend (Market Research)</b>
Firefighter acting as Engineer	\$1.75/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	\$1.75/hour added to current rate of pay	\$ 0.90	Westmont	Range: \$1.60-\$2.55
Lieutenant acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 4.29	McHenry Township	\$3.00 per hour
Captain/Lieutenant acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 3.16	Westmont	Range: \$1.60-\$2.55
Captain acting as Shift Commander	\$3.00/hour added to current rate of pay	\$ 3.16	Westmont	Range: \$1.60-\$2.55

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# Interoffice Memo

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**Date:** March 6th, 2019

**To:** Dave Neimeyer, Village Manager  
Pat Carr, Assistant Village Manager

**From:** Michael Thomas, IT Manager  
Steve Clemmer, IT Lead

**Subject:** Contract Approval: Disaster Recovery Project – Second Data Center

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Presented for March 12<sup>th</sup>, 2019 Public Safety Committee Meeting and possible action:

Background:

Disaster Recovery is a Long Term Complex item on the VoTP Strategic Plan. The VoTP Emergency Management Department has created plans for Disaster Recovery and Business Continuity to support and protect our residents. In order to maintain business continuity and provide for disaster recovery during the occurrence of a major event in the Village the IT Department has also been developing an IT centric disaster recovery plan and mitigation strategy. A key component of the plan is the creation of a secondary data center at a location outside of Village Hall. The secondary data center will ensure, that in the event of catastrophic failure at the primary location, data integrity and functional consistency for most/all of the crucial applications and software that support the daily financial and operational activities of the Village will be maintained. The disaster recovery secondary data center project is a critical piece of the overall VoTP Emergency Plan and provides data security and operational support to maintain continuity for Village business. The project will allow for faster data recovery from a potential cyber attack and provide our Public Safety Departments accelerated access to key applications necessary to support and protect our residents.

The project was presented to Village Board in an Executive Session on December 4<sup>th</sup>, 2018. The Village Board recommended that an RFP be generated and posted to allow all companies to bid on the project. The RFP was posted on January 16<sup>th</sup> with a submission deadline of January 31<sup>st</sup> 2019. The Village received one response to the RFP from Meridian IT.

Description:

Meridian IT submitted a design and build proposal for a new secondary data center including integration of the new hardware and software with the existing datacenter at Village Hall. The design of an online and operational backup data center, rather than providing cold site disaster recovery site capabilities will allow us to mirror the existing data center, while utilizing the new hardware immediately for additional computer and storage capabilities. In the event of a single site disaster at either data center, the secondary site will failover and allow the Village to continue operations without any data loss or significant downtime. Our existing fiber

network design and data center design will facilitate the ability to maintain business operations during a disaster. Included in the project is the expansion of our current virtual environment.

Contractor Information: Meridian IT

Our primary data center, located at the Village Hall went out to design and build bid in 2015. Due to the high level of technical requirements, security provisions, and hardware specifications, the Village only received one (1) bid, from Meridian IT. Meridian was awarded the contract and the IT department was very pleased with the outcome of the project, placing the Village at a very high technical advantage. The installed computer architecture is both cost effective for the Village as well as leading edge technology that can be leveraged for many years.

Meridian is a global leader in the Information Technology industry, with numerous high level software and hardware vendor partner affiliations. Over two-thirds of their staff is made up of vendor certified specialists with expertise in IT infrastructure, security & privacy, managed services, mobility, unified communications, and social business. The Village has had a contractual association with Meridian IT for over a decade. They have been instrumental in guaranteeing that the Village data systems and network are secure, maintained, and updated to ensure a high level of current technology status and reliability.

Contractor Justification

The Village has invested time and money in engineering and implementing our current infrastructure and data center. In order to maintain the integrity of the Village's data centers, it is recommended that the RFP submitted for the creation of the secondary data center be handled by Meridian. Utilizing the same vendor for the creation of the redundant data center will save time and costs as any other vendor would require additional time to fully understand the Village's current infrastructure prior to initiating the expansion. Meridian has extensive familiarity with our existing hardware and system architecture which will prevent the introduction of incompatible hardware. Introducing a new contract vendor would significantly add to associated costs, introduce the potential for delays to the overall project and possibly negatively impact Public Safety in the event of an incompatible hardware solution failure during a disaster. Meridian has contractual agreements with the leaders in hardware and software technology insuring that Meridian will always be quoted the lowest cost solution. Meridian Professional services have proven to be cost competitive for the IT services the Village has procured in IT engineering, network infrastructure and project management.

Meridian has performed these services previously, and has intimate knowledge of our systems and environment. The IT Department has received the RFP submission including a current quote from Meridian for the secondary data center. The break down of current proposal reflects comparable pricing to the original data center quote.



Budget/ Finance: Funding is available in the approved FY19 Capital Projects Budget. Maintenance is included in the approved FY19 Budget. Budget was created as 2 independent projects

Disaster Recovery System .....	\$133,500
Expand Virtual Environment.....	\$30,000
Total Budgeted .....	\$163,500

Estimated Costs

1. Hardware Cisco UCS Flexpod including one year Maintenance .....	\$118,863.18
2. Professional Services SOW and cost estimates .....	\$34,800.00
3. Microsoft Windows Server 2016 Database License .....	\$7,616.20
Total Cost .....	\$161,279.38

Staff Direction Request:

1. Approve contract to Meridian IT for the disaster recovery second data center project and maintenance agreement for cost of \$161,279.38.
2. Direct staff as necessary

Attachments:

1. Hardware Cisco UCS Flexpod including one year Maintenance estimates
2. Professional Services SOW and cost estimates
3. Microsoft Windows Server 2016 Database License







## Statement of Work

VoTP\_MIT\_SOW\_FlexPod Install-  
SRV14596\_20190208d.doc

**Village of Tinley Park,  
Illinois**

Project #: SRV14596  
Op115388

This document is an agreement of work to be performed by Meridian IT Inc., (“Meridian”) for **Village of Tinley Park, Illinois** (“Client”). Services being provided as part of this service contract are governed by the terms and conditions of the effective MAEAS/MSA or similar Agreement between Meridian IT Inc. and Client (the “Agreement”) requesting the Services. In the absence of an Agreement, the Services provided will be governed by the terms and conditions specified in this service contract.

**Project Name:** FlexPod Installation  
**Project Number:** SRV14596 Op115388  
**Date:** February 8, 2019  
**Account Manager:** Mike Arvia  
**Lead Architect:** Nathan Farris and Dustin Arbogast  
**Client Project Contact:** Dennis Maleski  
**Meridian Services Group:** Virtualization

### Scope of Services

Meridian has been requested by Client to assist with the installation of a new FlexPod solution containing Cisco UCS blade servers, NetApp storage, Network Switches and VMware Virtualization.

### Plan Phase

Upon receipt of signed Statement of Work (“SOW”), Meridian will contact the Client Project Contact to schedule the work and to coordinate gathering design and specification details as needed. Meridian will schedule a conference call with Client to kick-off the project. On this call, Meridian will review the pre-requisites necessary to begin this project and schedule a plan and design session. Detailed planning and project timeline will be discussed and finalized during the design session.

- Plan & Design Session (Site Survey, Review existing environment, Plan upgrade strategy, Research Interoperability) – UCS.
- Evaluate NetApp Upgrade path and provide Client with requirements.
- Interop Research.

### Execute Phase

During this phase, Meridian will coordinate with the Client Project Contact to complete the following tasks:

#### Cisco UCS Services:

- Rack and cable one (1) UCS Mini Chassis and two (2) B200 blade servers.
- Initialize and configure the Fabric Interconnects.
- Upgrade firmware (latest Interoperable release).
- Configure uplink ports.
- Configure vLANs.
- Create and define pools, policies, profiles, and templates.
- Provision and associate service profiles and upgrade firmware for up to two (2) blades (latest interoperable release).

#### NetApp Services:

- FAS2750 Services.
  - Inventory and Rack FAS2750 and one (1) DS212C disk shelves.
  - Cable and configure NetApp FAS storage according to NetApp best practices.
  - Upgrade Data OnTap to recommended version.
  - Build cluster and assign licenses.
  - Configure Service Processors

**Execute Phase (Cont.)**

- Create and configure up to four (4) aggregates.
- Create and configure up to four (4) Virtual Storage Machines.
- Create and configure applicable LIFs for VSMs.
- Test Controller failover.
- Configure and Verify AutoSupport functionality.
- Run Configuration Advisor and remediate any issues.
- FAS2552 Services
  - Review configuration and upgrade data OnTap (if needed).
  - Install SnapMirror and SnapVault Licenses.
- Additional Installation Services
  - Configure cluster peering between the FAS2750 and FAS2552.
  - Configure SnapMirror and up to six (6) relationships.
  - Install VMWare VSC plug-in.
  - Install OnCommand Unified Manager (no policies).

**Networking Services:**

- Flexpod Deployment.
  - Configure two (2) Cisco Nexus 3524X switches for the FlexPod environment.
- Cisco 3850 Switch.
  - Configure one (1) Cisco Catalyst 3850 switch to augment the existing Police Station core switching capability.
- Uplink the Nexus switches to the Catalyst core switches.

**VMware Services:**

- VMware vSphere Installation.
  - Install and configure ESXi on two (2) Cisco B200 servers (latest interoperable release).
  - Deploy Platform Services Controller.
  - Deploy vCenter Appliance.
  - Configure cluster and virtual network.
  - Configure up to two (2) datastores.
- VMware Site Recovery Manager (SRM) Installation.
  - Install and configure SRM at primary site (latest Interoperable release).
  - Install and configure SRM at secondary site (latest Interoperable release).
  - Configure storage replication adapter (SRA) at each site.
  - Configure site pairing.
  - Configure resource mapping.
  - Create placeholder datastores.
  - Define one (1) test protection group and one (1) test recovery plan.
  - Perform test failover and fail-back.

**Control Phase**

Meridian shall supply to Client a project manager to oversee the engagement. Meridian shall coordinate the efforts between all of the stakeholders to produce a cohesive plan and align the schedules of key resources per the forecasted project milestones. The expected outcome is to manage the engagement and facilitate issues through completion.

**Control Phase (Cont.)**

The services that Meridian shall perform include:

- Working with the assigned resources to develop a preliminary project schedule, including milestones and tasks.
- Tracking equipment deliveries.
- Scheduling and coordinating the necessary resources to execute the project.
- Facilitating regular status meetings and additional meetings, as required.
- Acting as a single point of contact for Client Project Contact and assisting in project escalations, when needed.
- Tracking project issues and creating change orders, when required.
- Ensuring all deliverables are provided to close the project.

**Close Phase**

Meridian will present final copies of all deliverables to Client. Deliverables for this project include:

- Completion of the items listed in the "Execute Phase".
- As-Built Documentation.

Once all deliverables have been provided, Meridian will present a Project Completion Form to confirm that all services and deliverables as described in this SOW have been successfully completed.

**Client Responsibilities**

The success of this project is dependent upon a partnership with Client. Failure to fulfill these responsibilities may impact Meridian's ability to successfully complete this project. The following activities are the responsibility of Client:

**Project Specific:**

- Ensure all existing hardware is supported by VMware, as per the VMware Hardware Compatibility List. (VMware HCL is available at <http://www.vmware.com/resources/compatibility/search.php>).
- Provide all software in ISO file format or Bootable CD/DVDs as needed.
- Provide all license keys in electronic format.
- Provide relevant network topology and switch configuration details as needed.
- Install all NetApp host side software (VSC, SnapDrive, host utilities, MPIO and SnapManager) outside of those explicitly identified within the SOW.
- Validate pre-requisite infrastructure components are available and working as expected e.g. Active Directory and DNS.
- Complete pre-installation worksheet.

**General:**

- Ensure appropriate physical connectivity (Ethernet/Fibre Channel) is available to support a Best Practices configuration for hardware identified in this SOW.
- Grant appropriate access to equipment and data center.
- Provide IP addresses, hostnames, VLAN's, DNS, email and other pertinent setup information in a timely manner.
- Ensure a valid and tested backup of all data is available.
- Ensure that site-to-site bandwidth and latency are sufficient to accommodate replication traffic (where applicable.)
- Validate pre-requisite infrastructure components are available and working as expected e.g. Active Directory and DNS.
- Fibre Channel and Ethernet Switch configuration will be performed by the Client unless specified otherwise within the SOW.

**Client Responsibilities (Cont.)**

- Ensure all existing operating systems, applications, monitoring & management tools, backup system, security systems, etc are compatible and supported by their respective vendors with the new infrastructure version (software, hardware and configuration).
- Schedule activities and processes related to change controls, outage windows and Client resource availability.
- The proper performance and configuration of all existing Client equipment, software and circuits not explicitly part of this engagement are the responsibility of Client.
- Client shall designate a primary technical contact for all project related communications, preparation, and internal coordination activities. These activities may include:
  - If applicable, provide Meridian engineers with remote access to its network and servers upon request. This could be in the form of VPN access or SSH to the applicable network segments and devices.
  - Provide PO # or any special invoicing instructions needed for this project.
  - Pre-installation worksheets, if applicable, are completed and returned by date agreed upon during pre-kickoff communications.
  - Provide requirements as outlined within this SOW.
  - Provide access or escort (if needed) thru facilities, including building and elevator access at no additional cost to Meridian.
  - Provide appropriate credentials for access to all required equipment; or project contact will be available at all times for equipment access.
  - Participate in project kick off call and any subsequent status meetings.
  - Identify and coordinate additional Client resources required for the project.
  - Client is responsible for confirming that all environmental and physical considerations have been addressed (rack space, HVAC, access, cables, connectivity, etc.).
- If additional security clearance and/or any testing is required of Meridian staff, Client will provide a detailed list of requirements needed prior to scheduling engagement. Any fees associated with such test will be the responsibility of Client.

**Assumptions & Limitations**

Meridian makes certain assumptions regarding environments, facilities and responsibilities when creating a SOW. Please carefully review the following list of assumptions and limitations that apply to the work detailed in this document. Failure to satisfy any assumption may negatively impact the proposed project schedule and result in increased costs:

**Project Specific:**

- VMware Site Recovery Manager (SRM) is being deployed with the assumption that the Client will configure production protection groups and recovery plans within SRM. MIT will assist Client with the installation of SRM and demonstrate failover/recovery process with a test protection group. Creation and configuration of a turn-key disaster recovery plan or failover run-book is not in scope for this engagement.

**General:**

- Client has the necessary support contracts for all relative hardware and software in case vendor technical support needs to be engaged.
- Client has the required Network connectivity available and configured prior to site visit.
- All project management functions will be performed by the Client unless specified otherwise within the SOW.



## Statement of Work

VoTP\_MIT SOW\_FlexPod Install-  
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**Village of Tinley Park,  
Illinois**

Project #: SRV14596  
Op115388

### Assumptions & Limitations (Cont.)

- Knowledge Transfer (“KT”) / Transfer of Information (“TOI”) does not replace Vendor provided training. The Client must have all necessary staff available for the KT/TOI session. KT/TOI must take place on or before the Professional Services end date.
- Any services activities performed at Client’s request that are outside those explicitly stated in the SOW will be documented in a Change Order and invoiced separately.
- The costs detailed in this SOW are, in part, based upon the number of maintenance windows. An increase in the number of “visits” or maintenance windows may negatively impact the proposed project schedule and result in increased costs.
- Meridian’s professional services are limited in scope to those detailed in this SOW and are applicable only to the equipment detailed within this document, and the project’s Bill of Materials (if applicable).

### This SOW does NOT include:

- Troubleshooting or configuration of any equipment outside of the components identified in this SOW.
- Installation/configuration of any virtual machines.
- Data migration assistance.

In the event Client, site or equipment is not ready during the scheduled installation time and a return trip is necessary, or work is canceled with less than 24 hours’ notice, a fee will be invoiced equal to (1) one hour at the quoted professional services engineer rate.

**Estimated Engineer Time:** 120 Hours

**Rate per Hour:** \$200.00

**Estimated Engineer Time:** 30 Hours

**Rate per Hour:** \$185.00

**Estimated PM Time:** 30 Hours

**Rate per Hour:** \$175.00

**Estimated Total Hours:** 180 Hours

**Estimated Total Charges:** **\$34,800.00**

**Work Location:** 7850 183rd Street  
Tinley Park, IL 60477

**Dates of Service:** The dates of service will be mutually agreed upon once a signed Statement of Work is received.

- Prices quoted are exclusive of taxes.
- Term: The hourly price quoted in this SOW is protected for 30 days from the date stated above if this Statement of Work is signed and returned to Meridian within such 30-day period.
- Prices quoted are exclusive of travel expenses. Travel expenses will be incurred if onsite services are required by non-local Meridian resources. All travel expenses will be approved by Client in writing prior to booking and will be invoiced at actual cost.
- This SOW is a Time & Materials agreement. Meridian will track all hours worked and invoice as time is applied. Client will only be billed for actual hours worked.



Statement of Work

VoTP\_MIT SOW\_FlexPod Install-
SRV14596\_20190208d.doc

Village of Tinley Park,
Illinois

Project #: SRV14596
Op115388

Summary and Approval

The above sections outline and define the services that will be completed by Meridian and/or its associates in serving the needs of Client. A summary of the estimated cost is given below. A start date will be agreed upon by both parties once a signed SOW is received. Work deemed to be outside of this SOW shall be agreed upon in writing by both parties in an addendum to this document, per Meridian's Change Management process.

General Description of Services: FlexPod Installation

Estimated Total Charges for Project Completion: \$34,800.00

Services being provided as part of this service contract are governed by the terms and conditions of the effective MAEAS/MSA or similar Agreement between Meridian IT Inc. and Client (the "Agreement") requesting the Services. In the absence of an Agreement, the Services provided will be governed by the terms and conditions specified below.

TERMS OF PAYMENT: Payment is due upon receipt of invoice, with one and one-half percent (1.5%) interest charged monthly on balances due past 30 days. If Client disagrees with any invoice amount, it will notify Meridian in writing. If written notice is not received within 15 days of the invoice date, the invoice will be deemed accurate and payable as set forth herein.

LIMITATION OF LIABILITY: MERIDIAN'S LIABILITY FOR DAMAGES, REGARDLESS OF THE FORM OF ACTION, IS LIMITED TO THE FEES RECEIVED HEREUNDER. UNDER NO CIRCUMSTANCES SHALL MERIDIAN BE LIABLE FOR INCIDENTAL, INDIRECT, SPECIAL, CONSEQUENTIAL, PUNITIVE OR EXEMPLARY DAMAGES (INCLUDING WITHOUT LIMITATION DAMAGES FOR LOST PROFITS, BUSINESS INTERRUPTION, LOST BUSINESS INFORMATION, LOST GOODWILL OR WORK STOPPAGE), REGARDLESS OF THE THEORY OF RECOVERY AND REGARDLESS OF WHETHER CLIENT HAS BEEN ADVISED OF THAT POSSIBILITY AND NOTWITHSTANDING ANY FAILURE OF ESSENTIAL PUPRPOSE OF ANY LIIMTED REMEDY OR WARRANTY.

The parties hereto acknowledge that they have read and agree to the terms set forth in this Statement of Work and have caused this Statement of Work to be executed by their duly authorized representatives.

Agreed to:
Village of Tinley Park, Illinois

Agreed to:
Meridian IT Inc.

By: (Authorized Signature)

By: (Authorized Signature)

Date:

Date:

Name:

Name: Joel Andersen

Title:

Title: Vice President, Professional Services

Phone:

Phone: (847) 964-2819

Fax:

Fax: (847) 444-8699

Client Billing Info (if not same as work location)

Client Project Contact

Attn:

Name: Dennis Maleski

PO#

Phone: (708) 444-5081

Addr:

Cell:

Email:

E-mail: dmaleski@tinleypark.org

If you have not received this Statement of Work via Meridian's e-signature process, please print, accept, scan and return this form to Meridian's Project Management Office at mitpmo@meridianitinc.com, which shall serve as authorization for Meridian to schedule the resources necessary to fulfill its obligations as defined in this SOW.



Prepared For: **Village of Tinley Park**  
 Attn: **Stephen Clemmer**  
 Date: **February 26, 2019**  
 Quote Number: **02 26 19**  
 Account Manager: **Mike Arvia**  
 Prepared By: **Mike Pudlo**

 **meridian IT**  
 Meridian IT Inc.  
 9 Parkway North  
 Deerfield, IL 60015  
 PH: 847-964-2822  
 FAX: 847-444-0199  
 MArvia@meridianitinc.com

Product Code	Product Description	Qty	Unit Price	Unit Extended
<b>Flexpod Proposal for 2nd Data Center Project Option #2</b>				
<b>UCS Mini</b>				
UCS-SP-MINI	UCS SP Select 5108 AC2 Chassis w/FI6324	1	9,560.85	9,560.85
N20-FW015	UCS 5108 Blade Chassis FW Package 3.2	1	-	-
CAB-US515P-C19-US	NEMA 5-15 to IEC-C19 13ft US	4	-	-
UCSB-PSU-2500ACDV	2500W Platinum AC Hot Plug Power Supply - DV	4	-	-
N20-FAN5	Fan module for UCS 5108	8	-	-
N01-UAC1	Single phase AC power module for UCS 5108	1	-	-
UCSB-5108-PKG-HW	UCS 5108 Packaging for chassis with half width blades.	1	-	-
N20-CAK	Accessory kit for UCS 5108 Blade Server Chassis	1	-	-
N20-CBLKB1	Blade slot blanking panel for UCS 5108/single slot	8	-	-
UCS-FI-M-6324	UCS 6324 In-Chassis FI with 4 UP, 1x40G Exp Port, 16 10Gb	2	-	-
<b>2x B200 Servers</b>				
UCS-SP-B200M5-CS2	SP B200 M5 w/2x4114,6x16GB mem,VIC1340 + CWOM	2	-	-
UCS-SP-B200M5-S2	UCS B200M5 Adv1w/2x4114,6x16GB,VIC1345	2	5,263.05	10,526.10
UCS-CPU-4114	2.2 GHz 4114/85W 10C/13.75MB Cache/DDR4 2400MHz	4	-	-
UCS-MR-X16G1RS-H	16GB DDR4-2666-MHz RDIMM/PC4-21300/single rank/x4/1.2v	12	-	-
UCSB-MRAID12G	Cisco FlexStorage 12G SAS RAID controller with Drive bays	2	292.11	584.22
UCS-SD-32G-S	32GB SD Card for UCS servers	4	63.18	252.72
UCS-SP-M16G1-RSH	SP 16GB DDR4-2666-MHz RDIMM/PC4-21300/singlerank/x4/1.2v	20	341.25	6,825.00
UCSB-MLOM-40G-03	Cisco UCS VIC 1340 modular LOM for blade servers	2	-	-
UCS-DIMM-BLK	UCS DIMM Blanks	16	-	-
UCSB-LSTOR-BK	FlexStorage blanking panels w/o controller, w/o drive bays	4	-	-
UCS-MSTOR-SD	Mini Storage Carrier for SD (holds up to 2)	2	-	-
UCSB-HS-M5-F	CPU Heat Sink for UCS B-Series M5 CPU socket (Front)	2	-	-
UCSB-HS-M5-R	CPU Heat Sink for UCS B-Series M5 CPU socket (Rear)	2	-	-
<b>Cisco Server Total:</b>			<b>27,748.89</b>	
<b>Nexus Switches (referenced on Flexpod design guide)</b>				
N3K-C3524P-10GX	Nexus 3524x, 24 10G Ports	2	6,032.00	12,064.00
N3548-24P-LIC	Nexus 3524 Factory Installed 24 port license	2	-	-
N3K-C3064-ACC-KIT	Nexus 3K/9K Fixed Accessory Kit	2	-	-
SFP-H10GB-CU1M	10GBASE-CU SFP+ Cable 1 Meter	12	58.00	696.00
NXA-FAN-30CFM-F	Nexus 2K/3K/9K Single Fan, port side exhaust airflow	8	-	-
N3548-BAS1K9	Nexus 3500 Base License	2	-	-
N2200-PAC-400W	N2K/N3K AC Power Supply, Std airflow (port side exhaust)	4	-	-
CAB-C13-C14-2M	Power Cord Jumper, C13-C14 Connectors, 2 Meter Length	4	-	-
SFP-H10GB-CU1M	10GBASE-CU SFP+ Cable 1 Meter	4	100.00	400.00
NXOS-9.2.2	Nexus 9500, 9300, 3000 Base NX-OS Software Rel 9.2.2	2	-	-
<b>Cisco Switch Total:</b>			<b>13,160.00</b>	
<b>VMWare</b>				
VS6-ESP-KIT-C-2	VMware vSphere 6 Essentials Plus Kit for 3 hosts (Max 2 processors per host)	1	4,360.15	4,360.15
VC-SRM8-25S-C-2	VMware Site Recovery Manager 8 Standard (25 VM Pack)	1	4,522.50	4,522.50
<b>VMWare Total:</b>			<b>8,882.65</b>	
<b>NetApp FAS2750, HA 24x900</b>				
SW-2-CL-BASE	SW-2,Base,CL,Node	1	-	-
FAS2750	FAS2750	1	-	-
FAS2750A-002	FAS2750 HA System,Premium Bundle,CNA	2	5,250.00	10,500.00
SW-2-2750A-NVE-C	SW,Data at Rest Encryption Enabled,2750A,-C	2	-	-
SW-2-2750A-TPM-C	SW,Trusted Platform Module Enabled,2750A,-C	2	-	-
FAS2750-102-C	FAS2750,24x900GB,10K,-C	1	9,621.50	9,621.50
DOC-2750-C	Documents,FAS2750,-C	1	-	-
SW-PREMIUM-NLSAS-01-C	SW,Per-0.1TB,Premium,NLSAS,01,-C	240	28.00	6,720.00
SW-PREMIUM-SAS-01-C	SW,Per-0.1TB,Premium,SAS,01,-C	216	66.50	14,364.00
DATA-AT-REST-ENCRYPTION	Data at Rest Encryption Capable Operating Sys	2	-	-
X-SFP-H10GB-CU1M-R6	Cable,Cisco 10GBase Copper SFP+ 1m	8	72.00	576.00
X6566B-05-R6	Cable,Direct Attach CU SFP+ 10G,0.5M	2	64.80	129.60
X-02659-00	Rail Kit,4-Post,Rnd/Sq-Hole,Adj,24-32	1	143.50	143.50
X800-42U-R6	Power Cable,In-Cabinet,C13-C14	2	-	-
FAS2750-EXP	FAS2750-EXP	1	-	-
X66032A	Cable,12Gb,Mini SAS HD,2m	4	199.50	798.00
DS212C-07-2.0-12B-SK	DSK SHLF,12G,12x2TB,7.2K,-SK	1	4,956.00	4,956.00

Prepared For: **Village of Tinley Park**  
 Attn: **Stephen Clemmer**  
 Date: **February 26, 2019**  
 Quote Number: **02 26 19**  
 Account Manager: **Mike Arvia**  
 Prepared By: **Mike Pudlo**

 **meridian IT**  
 Meridian IT Inc.  
 9 Parkway North  
 Deerfield, IL 60015  
 PH: 847-964-2822  
 FAX: 847-444-0199  
 MArvia@meridianitinc.com

Product Code	Product Description	Qty	Unit Price	Unit Extended
X-02657-00	Rackmount Kit,212C,4-post,Adj	1	105.00	105.00
X800-42U-R6	Power Cable,In-Cabinet,C13-C14	2	-	-
<b>Net App Total:</b>				<b>47,913.60</b>
<b>NetApp SnapMirror for the installed FAS2552</b>				
SW-2-2552A-SMIRROR	SW-2,SnapMirror,2552A	2	2,313.00	4,626.00
CS-N-SSP	NetApp SW Subscription Plan	2	346.95	693.90
SW-2-2552A-SNAPVAULT	SW-2,SnapVault,2552A	2	1,299.00	2,598.00
CS-N-SSP	NetApp SW Subscription Plan	2	194.85	389.70
<b>Net App SW Total:</b>				<b>8,307.60</b>
<b>Equipment Subtotal:</b>				<b>106,012.74</b>
<b>One Year Maintenance</b>				
CON-SNTP-UCSPMINI	SMARTNET 24X7X4 UCS SP Select 5108 AC2 Chassis w/FI6324, UCS	1	261.00	261.00
CON-SNTP-FIM6324	SNTC-24X7X4 UCS 6324 In-Chs FI w/4 UP 1x40G E-Port	2	376.95	753.90
CON-SNTP-B200M5S2	SNTC-24X7X4 UCS B200M5 Adv 1w/2x4114,6x16GB,VIC1345	2	426.30	852.60
CON-SNTP-3524P10X	SNTC-24X7X4 Nexus 3524x, 24 10G	2	1,765.62	3,531.24
CS-BASE-SUPPORT	Base Software Support-36 Months	1	2,008.81	2,008.81
CS-O2-NOINSTALL-4HR	SupportEdge Premium 4hr Onsite, w/o Install	1	2,632.95	2,632.95
CS-O2-NOINSTALL-4HR	SupportEdge Premium 4hr Onsite, w/o Install	1	442.50	442.50
VS6ESPKITPSSSC2	Production Support/Subscription VMware vSphere 6 Essentials Plus Kit for 1 year	1	1,124.00	1,124.00
VCSRM825SPSSSC2	Production Support/Subscription for Vmware Site Recovery Manager 8 Standard (25 VMPack) for 1 year	1	1,243.44	1,243.44
<b>Maintenance Subtotal:</b>				<b>12,850.44</b>
<b>GRAND TOTAL:</b>				<b>118,863.18</b>

**INTENT TO PURCHASE:** My signature below indicates my authorization for Meridian IT Inc. to order the items specified herein.

Approver Signature: \_\_\_\_\_  
 Approver Name (Printed): \_\_\_\_\_  
 Title: \_\_\_\_\_

Date: \_\_\_\_\_  
 PO #: \_\_\_\_\_  
 Terms: Due Upon Receipt

If there is software included herein, Client hereby agrees to the terms of the applicable manufacturer's End User Licensing Agreement.  
 If services are included as part of this purchase, a separate services contract will be provided for review and signature following the execution of this Proposal.  
 Total Sale Price may be subject to change and may exclude freight charges and applicable taxes, unless listed above. Rush orders may require an additional charge.  
 Purchaser must obtain a valid RMA approval before returning any Equipment. Maintenance cancellations are subject to manufacturer approval.  
 Any amounts paid by credit card will be charged a six percent (6%) convenience fee.  
 This Proposal is governed by Meridian IT Inc. Terms and Conditions:  
<http://www.meridianitinc.com/terms-and-conditions.html>



# QUOTE CONFIRMATION



DEAR DENNIS MALESKI,

Thank you for considering CDW•G for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
KCWJ686	9/27/2018	WIN SRV DATA CENTER	255628	\$7,616.20

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
<a href="#">Microsoft Windows Server 2016 Datacenter - license</a> Mfg. Part#: 9EA-00266 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: Illinois Microsoft M+D products (CMS6945110)	2	4592256	\$3,808.10	\$7,616.20

PURCHASER BILLING INFO		SUBTOTAL	\$7,616.20
<b>Billing Address:</b> VILLAGE OF TINLEY PARK ACCOUNTS PAYABLE 16250 OAK PARK AVE TINLEY PARK, IL 60477-1600 <b>Phone:</b> (708) 532-7700 <b>Payment Terms:</b> Net 30 Days-Govt State/Local		SHIPPING	\$0.00
		SALES TAX	\$0.00
		GRAND TOTAL	<b>\$7,616.20</b>
DELIVER TO		<b>Please remit payments to:</b>	
<b>Shipping Address:</b> VILLAGE OF TINLEY PARK DENNIS MALESKI 16250 OAK PARK AVE TINLEY PARK, IL 60477-1600 <b>Phone:</b> (708) 532-7700 <b>Shipping Method:</b> ELECTRONIC DISTRIBUTION		CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515	

## Need Assistance? CDW•G SALES CONTACT INFORMATION



Stephen Rooney

(877) 863-3197

steproo@cdwg.com

This quote is subject to CDW's Terms and Conditions of Sales and Service Projects at <http://www.cdwg.com/content/terms-conditions/product-sales.aspx>  
For more information, contact a CDW account manager

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**PUBLIC  
COMMENT**

**ADJOURNMENT**