



Agenda Item Executive Summary

Item Name AN ORDINANCE ADOPTING COMPENSATION RANGES FOR VILLAGE EMPLOYEES Committee or Board Board

BUDGET IMPACT

Amount:	N/A	Budgeted:	N/A
List what fund:	N/A		

EXECUTIVE SUMMARY

The attached ordinance establishes a formal compensation framework for all Village positions, setting consistent and sustainable salary ranges for use beginning January 1, 2026. While specific pay figures are still under review by department heads and will be finalized at a future meeting, the ordinance adopts the structural mechanisms that will guide compensation going forward. This item has been reviewed by the Committee of the Whole at their October 15 and November 5th Meetings

Key provisions include:

- Minimum and maximum salary ranges for each position (figures pending).
- Annual Cost-of-Living Adjustments (COLA) tied to CPI, capped at 2.5%.
- Additional compensation for critical professional designations such as ROINC, CPA, and PE, along with stipends for other professional certifications.
- Merit bonuses (up to \$2,000) for employees who reach the top of their range.
- A grandfathering provision ensuring no employee's salary is reduced due to implementation.

The ordinance is designed to control long-term personnel costs, incentivize professional development, and improve internal equity and transparency in compensation practices. It also positions the Village to remain competitive in recruiting and retaining qualified staff.

ATTACHMENTS (PLEASE LIST)

Staff Memo, Draft Ordinance

ACTION REQUESTED

- For Discussion Only
- Resolution
- Ordinance
- Motion:

MOTION: I MOVE TO APPROVE ORDINANCE 2025-__, AN ORDINANCE ADOPTING COMPENSATION RANGES FOR VILLAGE EMPLOYEES

Staff: Joey Dienberg, Village Administrator Date: 11/19/2025