



**THE VILLAGE OF SAUK VILLAGE
COOK COUNTY, ILLINOIS**

**ORDINANCE
NUMBER: 21-024**

**AN ORDINANCE AMENDING
THE SALARIES AND OTHER FRINGE BENEFITS OF
APPOINTED OFFICIALS, SUPERVISORY PERSONNEL,
AND OTHER FULL-TIME AND PART-TIME EMPLOYEES
NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS
FOR THE VILLAGE OF SAUK VILLAGE
COOK COUNTY, ILLINOIS
FOR THE MAY 1, 2021 TO APRIL 30, 2022 FISCAL YEAR**

**DERRICK N. BURGESS, MAYOR
MARVA CAMPBELL-PRUITT, Clerk**

**GARY BELL
ARNOLD COLEMAN
RODRICK GRANT
SHERRY JASINSKI
LARRY D. SAPP
DEBBIE WILLIAMS**

TRUSTEES

Published in pamphlet form by authority of the Mayor (President) and Board of Trustees of the Village of Sauk Village on
08/24/2021

ORDINANCE No. 21-024

**AN ORDINANCE ESTABLISHING
THE SALARIES AND OTHER FRINGE BENEFITS OF
APPOINTED OFFICIALS, SUPERVISORY PERSONNEL,
AND OTHER FULL-TIME AND PART-TIME EMPLOYEES
NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS
FOR THE VILLAGE OF SAUK VILLAGE
COOK COUNTY, ILLINOIS
FOR THE MAY 1, 2021 TO APRIL 30, 2022 FISCAL YEAR**

WHEREAS, the Village of Sauk Village, Cook County, Illinois (the Village) is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois and under the provisions of the Illinois Municipal Code, as from time to time supplemented and amended, with the full power to enact ordinances and adopt resolutions for the benefit of its residents; and

WHEREAS, the Mayor and Board of Trustees of the Village of Sauk Village, deem it advisable to increase the salaries and affix the type of fringe benefits received by appointed, officials, supervisory personnel and other full-time and part-time employees not covered by a collective bargaining agreement; and

WHEREAS, the Corporate Authorities have determined that said salaries are accounted for under the amounts appropriated.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Sauk Village, Cook County, Illinois as follows:

SECTION 1: Salaries of Appointed Officials

Below is a list of appointed officials and annual salary they are to receive for the performance of their duties, effective May 1, 2021, for those officials actively employed as of the adoption of this ordinance.

Village Administrator	\$ 95,000.00 per year
Police Chief	125,000.00 per year
Fire Chief	61,800.00 per year
Director of Community Development	48,000.00 per year
Director of Public Works	90,000.00 per year

Director of Finance & Administrative Services

90,000.00 per year

Effective May 1st and future fiscal years hereafter, all positions noted above are entitled to COLA increased as established by the Village Board of Trustees, but not less than the Consumer Price Index-Chicago Region based on the prior calendar year with a floor of 1.5% and a ceiling of 3.5%. The COLA will take place on each anniversary date.

For new employees hired into the above positions, the Village Board may pay said positions a lower annual salary or hourly rate.

The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by the Treasurer's office.

Salaries of appointed officials provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and Village Board to alter, amend, reduce or increase salaries and benefits of appointed officials, who are not subject to any collective bargaining agreement or separate contract in subsequent budget years.

SECTION 2: Full-Time Employees

Below is a list of full-time employees and their annual salaries they are to receive for performance of their duties effective May 1, 2021, for those officials actively employed as of the date of the adoption of this ordinance:

Payroll/Accounts Payable Specialist	\$47,518.00 per year
Senior Accountant (FLSA- Exempt)	\$60,000.00 per year
Police Commander (FLSA- Exempt)	\$93,454.00 per year

Effective May 1st and future fiscal years hereafter, all positions noted above are entitled to COLA increased as established by the Village Board of Trustees, but not less than the Consumer Price Index-Chicago Region based on the prior calendar year with a floor of 1.5% and a ceiling of 3.5%. The COLA will take place on each anniversary date.

The salaries earned for each position listed above will be paid out in twenty-six (26) installments to be paid out every two weeks as set by the Treasurer's office.

For new employees hired into these position, the Village Board may pay those position a lower rate than the annual salary ordinance.

Salaries of full-time employees provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and Village Board to alter, amend, reduce or increase salaries and benefits of these full-time employees, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 3: Compensatory Time

As management, quasi-management and exempt employees, during the tenure of their length of service under this ordinance they shall not be entitled to compensatory time. Department Heads shall retain whatever compensatory time or other benefits permitted by collective bargaining agreements of the Village relative to their respective employment prior to becoming a department head if promoted from within. Any and all compensatory time will be paid at the time of separation of employment, if said separation does not involve termination for cause.

SECTION 4: Insurance

To the extent that insurance is not covered under the collective bargaining agreement, the Village shall make available to individuals eligible to be covered under Sections 1 & 2 of this ordinance substantially similar group health and hospitalization insurance, dental insurance, live and vision and any benefits that exist at the time of the passage of this ordinance.

The Village retains the right to elect a different insurance carrier, provided coverage through "PPO" and/or "HMO" systems or self-insure. It is the intent of this ordinance that such benefits shall be covered and shall not be terminated except as permitted by law. The Village Board may, by a majority vote, approve improved insurance benefits for those employees covered under Section 1 and 2 at any time during the term of this and subsequent ordinances.

The Village shall provide each individual covered under Section 1 and 2 with life insurance policy of Fifty-Thousand (\$50,000.00) dollars while an active employee.

SECTION 5: Sick Days

It is the policy of the Village of Sauk Village, Cook County Illinois, that eligible individuals who are covered under Sections 1 and 2 of this ordinance and which are classified as full-time employees shall accrue one (1) day (8 hours) of sick-time for each month worked. Said sick-time will be accounted for in payroll. When one of the above individuals uses a sick day, said time reports should designate when a sick day is being used. For extended non-occupational injuries or illnesses said individuals covered under these sections will continue to be paid from the

number of unpaid accrued sick days they have accumulated. In no event, shall said individuals be paid beyond those accumulated sick days.

If said individuals need to extend sick day pay beyond what they have accumulated, then they can petition the Village Board for additional time off with pay. The Village board can approve additional time-off with pay for a maximum of six (6) months. When said individual does return to work under these circumstance new sick days accumulated will be offset by those days paid when the Village Board granted additional time off.

If an individual included in these sections resigns, said individual will not be entitled to buy-back of any unused sick days earned while covered under this ordinance. If the individual is terminated, they shall be entitled to one-half (1/2) of the total accumulated sick time if they are not returning to their previous post held within a collective bargaining unit within the Village.

No individual included in sections 1 and 2 shall be permitted to accumulate more than 960 sick hours (120 days).

SECTION 6: Longevity

All individuals under Section 1 only (except the Police Chief) will be eligible for longevity pay. Longevity pay will be determined by the total number of years or an aggregate number of years served in positions covered above. The years served will be determined by the number of years or the aggregate number of years they have served the Village of Sauk Village, including other positions they may have held within the Village which will count toward that services, even if not consecutive.

The longevity schedule is listed below. The Village agrees to pay this additional percentage of the employee's base salary, according to the following schedule:

End of three (3) years of service	5%
End of six (6) years of service	5%
End of nine (9) years of service	10%
End of twelve (12) years of service	10%
End of fifteen (15) years of service	15%
End of eighteen (18) years of service	15%
End of twenty (20) years of service	15%

SECTION 7: Severance Pay

All management and full-time employees under Section 1 and Section 2 of this Ordinance shall be entitled to one-month's severance pay upon the Village terminating said individuals. If an employee retires no severance pay will be due. If individuals continue employment with the Village, but in a different job title or classification, then no severance will be due. The Village retains the right to withhold said payment for just cause.

SECTION 8: Vacation/Personal Days

All individuals under Section 1 who are paid an annual salary shall be designated as full-time employees and shall be entitled to vacation time with pay pursuant to the following schedule:

End of the first 6 months	(1) one week
End of 2 second year	(2) two additional weeks
Start of 2 nd year	(3) three weeks
Start of 5 th year	(4) four weeks
Start of 10 th year	(5) five weeks
Start of 15 th year	(6) six weeks
Start of 20 th year	(7) seven weeks

All individuals under Section 2 shall follow the Village's Employee Policy Manual as revised (2017).

The years served will be determined by the number of years or the aggregate number of years they have served the Village of Sauk Village, including other positions they may have held within the Village which will count toward that services, even if not consecutive.

All individuals whose employment is terminated either voluntarily or involuntarily will be entitled to vacation buy-back of any accumulated time. In no case shall the Village allow accrual of more than two (2) weeks beyond the employee's anniversary date without the express written consent of the Village Administrator and the Mayor.

All individuals under Section 1 shall be entitled to 5 personal days per fiscal year (one of these days replaces the birthday holiday as defined in the Village's Employee Policy Manual-2017). Unused personal days at the end of the fiscal year will be lost. No personal days can be carried forward.

All individuals under Section 2 shall be entitled to personal days as defined by the Village's Employee Policy Manual 2017

SECTION 9: Part-Time, Paid on Call, Seasonal Employees and Stipends

EMA Service Patrol	Per Call-Pay Ordinance
EMA Coordinator	\$13.00 per hour
Village Hall Office Clerical/Administrative	\$16.03 to \$18.75 per hour
Janitor/Custodian	\$12.00 to \$16.50 per hour
Community Development Admin. Asst.	\$13.00 to \$16.00 per hour
EMA Coordinator Stipend	\$350.00 per month
Fire Department Administrative Assistant	\$37,492.00 per year
Grant Facilitator Stipend	\$12,000.00 per year
Police Commander Stipend	\$10,000.00 per year
Assistant to the Mayor & FOIA Officer	\$10,920.00 per year
Deputy Clerk (no more than 624 hours per year)	\$12.82 per hour
Public Works Seasonal Fieldworkers	\$12.00 per hour
Deputy Fire Chief	Per Call-Pay Ordinance
Assistant Fire Chief	Per Call-Pay Ordinance
Captain	Per Call-Pay Ordinance
Lieutenant	Per Call-Pay Ordinance
Engineer	Per Call-Pay Ordinance
Fire Fighter III	Per Call-Pay Ordinance
Fire Fighter II	Per Call-Pay Ordinance
Fire Fighter I	Per Call-Pay Ordinance
Probationary Fire Fighter	Per Call-Pay Ordinance
Fire Station Daytime Duty (Part-time)	\$11.00 per hour until August 31,
2001	\$13.00 after September 1, 2021
<i>(Part-time Daytime duty pay is less than 1040 hours per calendar year)</i>	
Fire Station Stipend (Overnight)	\$50.00 per night shift (plus call pay)

SECTION 10: SAVING CLAUSE

If any section, paragraph, clause or provision of this Ordinance shall be held invalid, the invalidity thereof shall not affect any of the other provisions of this Ordinance.

SECTION 11: CONFLICTS

All Ordinances, resolutions, motions or orders in conflict with this Ordinance are hereby repealed to the extent of such conflict.

SECTION 12: FORCE OF LAW

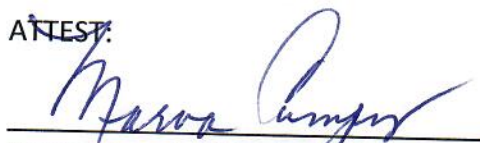
This ordinance shall be in full force and effect upon its passage, approval and publication as provided by law.

APPROVED AND ADOPTED PASSED, by the Mayor and Board of Trustees of the Village of Sauk Village, Cook County, Illinois this 24TH day of August 2021, pursuant to a roll call vote as follows:

	YES	NO	ABSENT	PRESENT
BELL	X			
COLEMAN	X			
GRANT	X			
JASINSKI	X			
SAPP	X			
WILLIAMS	X			
Burgess				
TOTAL	6			


Derrick N. Burgess, Mayor

ATTEST:


Marva Campbell-Pruitt, Village Clerk



STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

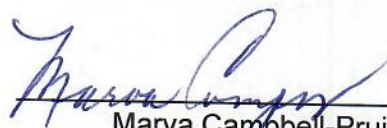
CERTIFICATION

I, Marva Campbell-Pruitt, do hereby certify that I am the duly qualified and elected Clerk of the Village of Sauk Village, Cook County, Illinois, and that as such Clerk I do have charge of and custody of the books and records of the Village of Sauk Village, Cook County, Illinois.

I do hereby further certify that the foregoing is a full, true and correct copy of Ordinance No. 21-024,

**AN ORDINANCE ESTABLISHING THE SALARIES AND OTHER FRINGE BENEFITS
OF APPOINTED OFFICIALS, SUPERVISORY PERSONNEL,
AND OTHER FULL-TIME AND PART-TIME EMPLOYEES
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FOR THE VILLAGE OF SAUK VILLAGE COOK COUNTY, ILLINOIS
FOR THE MAY 1, 2021 TO APRIL 30, 2022 FISCAL YEAR**

IN WITNESS WHEREOF, I have hereunto affixed my hand and the Corporate Seal of the Village of Sauk Village, Cook County, Illinois this 27th day of August 2021.



Marva Campbell-Pruitt
Village Clerk
Village of Sauk Village

