

**ORDINANCE 2023-19**

**ORDINANCE APPROVING THE COST OF LIVING ADJUSTMENT  
FOR EMPLOYEES OF THE VILLAGE OF NILES  
FROM MAY 1, 2023 TO APRIL 30, 2024**

**Dated: This 25<sup>th</sup> day of April, 2023**

**Published in Pamphlet Form by Authority  
of the  
President and Board of Trustees  
Village of Niles**

## ORDINANCE 2023-19

### ORDINANCE APPROVING THE COST OF LIVING ADJUSTMENT FOR THE EMPLOYEES OF THE VILLAGE OF NILES FROM MAY 1, 2023 TO APRIL 30, 2024

**NOW, THEREFORE, BE IT ORDAINED**, by the President and the Board of Trustees of the Village of Niles, Cook County, Illinois, as follows:

**SECTION 1:** Pursuant to 65 ILCS 5/3.1-50-10, Section 5/3.1-50-10 Fixing salaries of the Illinois Municipal Code, the following is the recommended cost of living adjustment (“COLA”) for the employees of the Village of Niles from May 1, 2023 to April 30, 2024. Compensation shall be determined as follows:

- (a) Full-Time Non-Union Positions – increases based upon salary adjustment by three point five percent (3.5%).
- (b) Part-Time Positions – increases based upon salary adjustment by three point five percent (3.5%).
- (c) Village Manager – increase salary by two percent (2%) with one percent (1%) bonus.
- (d) Village Clerk – increase salary by five point nine five percent (5.95%).
- (e) Village Attorney – increase salary by five thousand dollars (\$5,000).
- (f) Department Heads
  - 1. Community Development Director – increase salary by three percent (3%).
  - 2. Economic Development Director – increase salary by three percent (3%).
  - 3. Family Services Director – increase salary by three percent (3%).
  - 4. Finance Director – increase salary by three percent (3%).
  - 5. Fire Chief – increase salary by three percent (3%).
  - 6. Human Resources Director – increase salary by three percent (3%).
  - 7. Information Technology Director – increase salary by three percent (3%).
  - 8. Police Chief – increase salary by three percent (3%).
  - 9. Public Works Director – increase salary by three percent (3%).
  - 10. Senior Center Director – increase salary by three percent (3%).
- (g) Full-Time Union Positions in Public Works – Full-Time Union Positions in Public Works – as defined in the Collective Bargaining Agreement. Current Agreement expired April 30, 2023 with increases to be determined via ongoing union negotiations upon contract ratification.

- (h) Full-Time Supervisor Union Positions in Public Works – as defined in the Collective Bargaining Agreement (2.5% across the board and step increase, when applicable).
- (i) Full-Time Union Positions in Police – as defined in the Collective Bargaining Agreement. Current Agreement expired April 30, 2021 with increases to be determined via ongoing union negotiations upon contract ratification.
- (j) Full-Time Union Positions in Fire – as defined in the Collective Bargaining Agreement (2.75% across the board and step increase, when applicable).
- (k) Full-Time Union Positions in AFSCME – as defined in the Collective Bargaining Agreement (2.5% across the board and step increase, when applicable).
- (l) FY24 salary ranges are adjusted based on comparable communities as identified in the Compensation Plan dated February 2023.
- (m) The Village Manager is authorized to pay approved performance bonuses not exceeding \$13,250 in total.
- (n) Positions that require an increase in the wage in order to remain consistent with the Illinois Minimum Wage Act as amended and signed into law by Gov. J.B. Pritzker in February 2019.

**SECTION 2:** That this Ordinance shall be in full force and effective May 1, 2023, after its passage, approval and publication as provided by law.

**SECTION 3:** FY24 Compensation Plan, as may be amended from time to time after passage of this ordinance, is attached to this Ordinance as Exhibit “A”.

**SECTION 4:** That all ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of any such conflict.

**SECTION 5:** That any section or provision of this ordinance that is construed to be invalid or void shall not affect the remaining sections or provisions which shall remain in full force and effect thereafter.

**PASSED:** This 25<sup>th</sup> day of April, 2023  
**YEAS:** 5 Alpogianis, Jekot, Matyas, Niedermaier, Strzelecki  
**NAYS:** 0  
**ABSENT:** 0  
**ABSTAIN:** 0

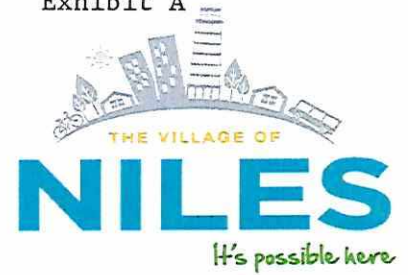
**APPROVED** by me this 25<sup>th</sup> day of April, 2023.

  
\_\_\_\_\_  
President of the Village of Niles  
Cook County, Illinois

**ATTESTED AND FILED** in my office this 25<sup>th</sup> day of April, 2023, and published in pamphlet form as provided by law in the Village of Niles, Illinois.

  
\_\_\_\_\_  
Village Clerk





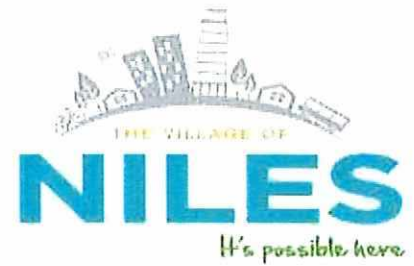
**Village of Niles**  
**Proposed FY24 Full-Time Compensation Plan**  
**(Non-Union Personnel)**

POSITION TITLE	MERIT GRADE	GRADE SCORE		MINIMUM	MAXIMUM
<b>Directors and Senior Managers</b>					
Chief of Police	13	755 to 785	\$	135,037	\$ 189,051
Deputy Village Manager					
Director of Community Development					
Director of Public Works					
Finance Director					
Fire Chief					
Deputy Fire Chief	12	720 to 750	\$	122,761	\$ 171,865
Deputy Police Chief					
Director of Human Resources					
Family Services Director					
IT Director					
Village Engineer					
Commander - Patrol	11	685 to 715	\$	111,601	\$ 156,241
Director of Economic Development					
District Chief					
Fleet and Facilities Superintendent					
Street Superintendent					
Utilities Superintendent					
Family Fitness Center Director	10	650 to 680	\$	101,455	\$ 142,037
Police Sergeant					
Senior Center Director					

POSITION TITLE	MERIT GRADE	GRADE SCORE	MINIMUM		MAXIMUM	
Supervisors and Advanced Technical						
Assistant Director of Community Development	9	615 to 645	\$	96,067	\$	134,494
Assistant Family Services Director						
Assistant Finance Director						
Civil Engineer II						
Systems Engineer						
Social Work Coordinator	8	580 to 610	\$	90,203	\$	126,285
Transportation Supervisor						
Community Engagement & Marketing Supervisor	7	545 to 575	\$	84,698	\$	118,578
Purchasing Agent						
Senior Accountant						
Senior GIS Coordinator						
Village Clerk						
Communications & Multimedia Coordinator	6	510 to 540	\$	79,529	\$	111,340
Police Social Worker						
School Based Social Worker/School Teen						
Implementation Coordinator						
Social Worker						
Engineering Project Supervisor	5	475 to 505	\$	74,675	\$	104,545
Teen Center Coordinator						

POSITION TITLE	MERIT GRADE	GRADE SCORE	MINIMUM	MAXIMUM
<b>Administrative and Technical</b>				
Applications Engineer	4	440 to 470	\$ 72,011	\$ 100,816
Assistant to the Village Manager				
Human Resources Generalist				
IT Administrator				
Records Supervisor				
Accountant Analyst	3	400 to 435	\$ 66,677	\$ 93,348
Assistant Liquor Commissioner				
Budget Management Analyst				
Management Analyst - Community Development				
Management Analyst - Police				
Management Analyst - Public Works				
Planner I				
Program Coordinator - Senior Center				
Deputy Village Clerk	2	365 to 395	\$ 61,738	\$ 86,433
Executive Assistant to Mayor/Village Manager				
Executive Assistant to the Police Chief				
HR Assistant				
Support Services Coordinator				
Animal Control Officer/Community Service Officer	1	To 360	\$ 57,165	\$ 80,031
Aquatics Coordinator				
Bus Driver				
Group Exercise & Fitness Coordinator				
Membership Services Coordinator				

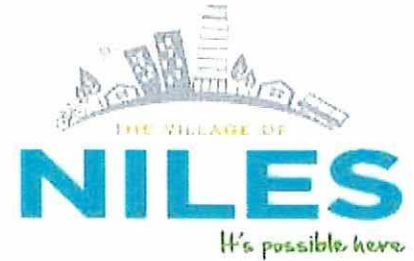




**Village of Niles**  
**Proposed FY24 Part-Time Compensation Plan**  
**(Non Fitness Personnel)**

POSITION	EFFECTIVE 5/1/2023 - 4/30/2024	
	MINIMUM	MAXIMUM
Addictions Specialist	\$29.18	\$40.85
Administrative Assistant	\$15.69	\$21.96
Automotive Parts Technician	\$15.88	\$22.23
Building Permit Technician	\$19.05	\$26.67
Bus Driver	\$18.49	\$25.88
Community Service Officer I	\$15.38	\$21.53
Community Service Officer II	\$17.58	\$24.61
Community Service Officer III	\$19.77	\$27.68
Community Service Officer IV	\$23.07	\$32.30
Crisis Worker	\$30.81	\$43.14
Crossing Guard	\$14.57	\$20.39
Financial Wellness Case Manager	\$27.46	\$38.45
Fire & Police Commission Director	\$20.20	\$28.28
Fire Inspector	\$29.13	\$40.79
Guest Relations Associate	\$15.38	\$21.53
Insurance Data Management Specialist	\$27.46	\$38.45
Intern	\$14.00	\$19.60
Museum Coordinator	\$18.67	\$26.14
Museum Curator	\$18.67	\$26.14
Niles TV Assistant	\$16.81	\$23.53
Part-Time Public Works Position	\$25.75	\$36.05
Seasonal - Summer Public Works	\$14.00	\$19.60
Seasonal - Winter Public Works (CDL)	\$21.01	\$29.42
Seasonal - Winter Public Works (non-CDL)	\$15.76	\$22.06
Security Guard (Senior Center)	\$18.67	\$26.14
Senior Planner	\$38.88	\$54.43
Social Worker	\$30.81	\$43.14
Teen Center Supervisor (BA)	\$15.50	\$21.70
Teen Center Worker	\$14.00	\$19.60
Teen Center Worker (On Call)	\$14.00	\$19.60





**Village of Niles**  
**Proposed FY24 Part-Time Compensation Plan**  
**(Fitness Personnel)**

POSITION	EFFECTIVE 5/1/2023 - 4/30/2024	
	MINIMUM	MAXIMUM
Birthday Party Host	\$14.00	\$19.60
Custodian/Maintenance	\$14.00	\$19.60
Fitness Attendant	\$14.00	\$19.60
Fitness Instructor	\$14.25	\$19.95
Group Exercise Instructor	\$31.37	\$61.02
Lifeguard	\$14.00	\$19.60
Locker Room Attendant	\$14.00	\$19.60
Manager On Duty	\$15.50	\$21.70
Member Services Assistant	\$14.00	\$19.60
Membership Sales Advisor	\$16.00	\$22.40
Personal Trainer	\$31.37	\$61.02
Playroom Attendant	\$14.00	\$19.60
Playroom Leader	\$15.50	\$21.70
Pool Manager	\$15.50	\$21.70
Program Instructor	\$14.25	\$19.95
Program Supervisor	\$23.58	\$33.01
Swim Water Safety/Instructor	\$18.56	\$25.98
Water Aerobics Instructor	\$31.37	\$61.02