

Staff Responses to Council Questions

January 10, 2017

5. Consent Agenda

D. Resolution: Amend the Downers Grove Compensation Plan by Adopting a Revised Plan Effective January 1, 2017

Is it correct to say that Fiscal Impact is up to 2% for categories over current. Actual increases may range from \$0 to more than 2% depending on individual employee circumstance and wage range per category? What is the maximum fiscal impact Council may expect?

The planned salary increases for employees subject to the Compensation Plan would result in a 2% increase in annual cost in this category. Village Council approval of the amendment to the Compensation Plan would allow for all qualifying employees to receive up to a 2% salary increase, including those employees whose salary is at or near the top of the current range. The maximum fiscal impact of the Council approving the amendment to the Compensation Plan is approximately \$30,000.

The Village Manager plans to provide a 2% salary adjustment for employees subject to the Compensation Plan. This action is consistent with the approved FY17 budget. The actual increases may vary depending on individual employee circumstance. To be eligible for an increase, the employee must be performing at a level that meets or exceeds expectations. The salary adjustments are planned to be made in May 2017, subject to the overall budget performance of the Village at that time. If the Village is experiencing a financial issue, the increases may not be provided.

Just over a quarter of the employees subject to the Compensation Plan have salaries that are at or near the top of the existing ranges (within 2% of the maximum salary of their grade). The amendment to the Compensation Plan would allow these employees to receive up to a 2% salary increase. Therefore, the maximum fiscal impact of the Council approval of the amendment to the Compensation Plan is approximately \$30,000. About three quarters of the employees could receive a 2% salary increase under the current Compensation Plan.

7. First Reading

A. Ordinance: Amend Citation Provisions for Ordinance Violations

How does the Village address new laws such as the State law on train crossings, marijuana, truancy etc.

Sections 15.25(g) and (h) (possession of cannabis < 10 grams and possession of cannabis paraphernalia in connection with < 10 grams of cannabis) are two new sections proposed to be

added to Chapter 1 to address the recent amendments to State law no longer classifying this offense as a misdemeanor, but rather as a civil violation punishable by a minimum fine of \$100 and a maximum fine of \$200. The proposed amendments reflect the recent changes to State law. Section 14-74 - Pedestrian's duties at Railroad Grade Crossing is proposed to be deleted since 14-74 was deleted from the municipal code in 1995. All pedestrian and vehicle train crossing violations are written and processed pursuant to State law. The recent amendment to State law simply increases the fine amount to \$500 for the first offense and \$1000 for any subsequent offense.

The fine amount for Section 15-23 Truancy is proposed to be increased from \$50 to \$100, no other change is being proposed.

Changes to permits and requirements – changes explained.

Section 7-1801 Demolition/Construction Site Management is being added to reflect current practice. It was inadvertently deleted from the municipal code and added to the administrative fee policy a few years ago. There is no proposed increase to the current fee amount.

ATTACHMENTS

There are no rEmarks this week.