



AGENDA ITEM # 11B

AGENDA ITEM EXECUTIVE SUMMARY

Village Board Meeting

April 26, 2021

Item Title: **Salary Ordinance Amendment**

Staff Contact: Jason M. Bielawski, Assistant Village Administrator

VILLAGE BOARD ACTION

Pass an ordinance amending Ordinance No. 80-949 establishing a pay plan for Village officers and employees.

Executive Summary:

At the April 12, 2021 meeting, the Village Board concurred with the Finance Planning Committee and staff's recommendation to in-source 3 additional firefighter/paramedics as a result of various challenges impacting the ability of the Village's contractual paramedic service provider to provide the contractually required 9 firefighter/paramedics due to a national shortage in paramedics that was exacerbated by the pandemic. It's become more difficult for contractual providers to attract and retain qualified paramedics and face increased competition due to better pay and benefits offered by municipal and health care employers. The attached ordinance increases the authorized strength of firefighter/paramedic from 9 to 12. The contract with the paramedic service provider, Metro, will be reduced by a corresponding 3 positions, from 9 to 6 firefighter/paramedics. Staff will initiate the hiring process of the 3 additional personnel immediately, which can take 60 – 90 days as candidates go through the pre-employment process established by the Board of Fire and Police Commission.

Implications:

Is this item budgeted? No, the addition of 3 firefighter/paramedics is estimated to cost an additional \$125,705 for FY 2021 when accounting for the subsequent decrease in the cost of the Village's contractual paramedics. This additional cost reflects the amendment to the agreement between Metro Paramedic Services, Inc. and the Village.

Any other implications to be considered? Staff will monitor the implementation of the additional Village personnel and will continue to work with the Finance Planning Committee on evaluating the need to in-source additional firefighter/paramedics based upon the ongoing challenges facing the contractual service provider.

Attachments:

Ordinance and accompanying Appendix.

ORDINANCE NO. 2021-

**AN ORDINANCE AMENDING ORDINANCE NO. 80-949
ESTABLISHING A PAY PLAN
FOR VILLAGE OFFICERS AND EMPLOYEES**

WHEREAS, on July 7, 1980, the President and Board of Trustees of the Village of Roselle passed Ordinance No. 80-949 entitled "An Ordinance Repealing Previous Salary Ordinances, Establishing a Pay Plan, and Establishing the Authorized Strength of Various Job Classifications;" and

WHEREAS, it is desired and necessary to amend said Ordinance to accomplish the following:

Appendix B:

- 1) Increase the combined authorized strength from 9 to 12 (reflecting the addition of 3 Firefighter/Paramedics)

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Roselle, DuPage and Cook Counties, Illinois, that said Ordinance shall be amended in words and figures as follows:

SECTION 1: That Appendix "B" is hereby repealed and rescinded in its entirety and replaced with a new Appendix entitled "Appendix B: Full-Time Firefighter Union" dated April 26, 2021, which is attached hereto and incorporated into this Ordinance as Exhibit 1.

SECTION 2: That all ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

SECTION 3: That should any clause, sentence, paragraph or part of this Ordinance be declared by a court of competent jurisdiction to be invalid, such decision shall not affect the validity of the Ordinance as a whole or any part thereof other than the part so declared to be invalid.

SECTION 4: That this Ordinance and all exhibits attached hereto shall be in full force and effect April 26, 2021.

PASSED and APPROVED this 26th day of April 2021.
PUBLISHED in PHAMPLET form this 27th day of April 2021.

AYES:
NAYS:
ABSENT:
ABSTAIN:

Mayor, Village of Roselle

ATTEST:

Village Clerk

**APPENDIX B - FULL-TIME FIREFIGHTER UNION
EFFECTIVE APRIL 26, 2021**

JOB CLASSIFICATION	EMPLOYEES HIRED BEFORE JANUARY 1, 2013
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PAY RANGE	
MIN.	MAX.

Firefighter III (Advanced)	-	\$92,754.60
Fire Lieutenant	-	\$106,009.80

**EMPLOYEES HIRED
AFTER JANUARY 1, 2013**

PAY RANGE	
MIN.	MAX.

Firefighter II/Paramedic (Basic)	\$65,792.74	\$94,759.22
Firefighter III/Paramedic (Advanced)	\$68,850.87	\$99,163.74
Lieutenant/Paramedic	\$104,121.93	\$110,709.02

TOTAL (combined authorized strength for all positions) 9 12**

**Reflects 3 Lieutenants and 6 9 Firefighters*