

CHAPTER 14

EMPLOYEES

ARTICLE I - GENERAL REGULATIONS

14-1-1 **RESIDENCY REQUIREMENTS.** All persons employed by the Village shall be residents of the Village. Any person applying for employment with the Village shall either be a resident of the Village at the time of application or shall agree to become a resident within **one (1) year** after commencement of employment. Failure to become a resident within **one (1) year** after commencement of employment shall disqualify such person from continuing in the employ of the Village and shall be good cause for discharge from employment. In the event an employee removes himself or herself from residency within the Village, such removal shall further disqualify that employee from continuing in the employ of the Village and shall be good cause for discharge from employment. **(Ord. No. 99-9; 04-05-99)**

14-1-2 **EXCEPTIONS.** The residency requirements of this Chapter shall not be applicable to professional individuals or firms including but not limited to engineers, architects, attorneys, or other persons or firms of a professional or consulting nature or to other exceptional need instances as approved by the Village Board. **(Ord. No. 99-9; 04-05-99)**

14-1-3 **POLICE AND FIRE EMPLOYEES.** All employees of the Village Police Department shall abide by the same residency requirements as set out above under **Section 14-1-1**. All volunteer firemen of the Village Volunteer Fire Department shall meet the residency requirements set out under **Section 14-1-1** except however; notwithstanding any other requirements stated above, in those instances where the Village has an intergovernmental agreement or contractual relationship with another fire protection district, residency within such contracting fire protection district shall otherwise meet the residency requirements set out herein. **(Ord. No. 99-9; 04-05-99)**

14-1-4 **CONTINUED RESIDENCY.** All officers and employees of the Village shall continue to reside within the Village during the term of their office or employment. **(Ord. No. 80-20; 07-07-80)**

ARTICLE II - SALARIES

14-2-1 SALARIES ESTABLISHED. The salaries and compensation of officers and employees of the Village of Bethalto, except (a) elected officers whose compensation is fixed under **Ord. No. 2004-32**, Village of Bethalto’s Revised Code of Ordinances, adopted **November 1, 2004**, under Administrative, Article III - Official Salaries, Section 1-3-1(A), (B), and (C); and (b) attorneys under Administrative, Division IX - Village Attorney, **Section 1-2-92**; and (c) engineers under Administrative, Division X - Village Engineer, **Section 1-2-98**, are hereby fixed and determined as follows for the period beginning **May 1, 2008** through **April 30, 2009** for Labor Local 338, non-union employees and Police and Dispatcher Union personnel.

FIRE CHIEF, per month	\$483.72
ASSISTANT FIRE CHIEF, per month	174.22
POLICE CHIEF, per month (maximum):	5,665.65
POLICE LIEUTENANT, per month (maximum):	5,000.00
POLICE SERGEANT, per hour worked	23.93
POLICE OFFICER, per hour worked	23.13
PROBATIONARY POLICE OFFICER, per hour worked	21.59
POLICE OFFICER, (part-time), per hour worked (Maximum)	20.69
POLICE OFFICER’S OVERTIME, at request of Police Chief or superior Officer in charge shall be time and a half computed on regular pay	
ALL POLICE OFFICERS, uniform expense, per annum	525.00
SPECIAL PATROLMAN, per hour worked	16.54
PUBLIC WORKS DIRECTOR, per month (maximum)	6,404.50
ASSISTANT PUBLIC WORKS, per month (maximum)	5,430.13
LEAD FOREMAN, per hour worked	25.49
SPECIALIST I, per hour worked	23.49
SPECIALIST II, per hour worked	23.31
SPECIALIST III, per hour worked	23.12
MAINTENANCE MAN, per hour worked	22.93
UTILITY MAN, per hour worked	22.76
UTILITY MAN (Probationary), per hour worked	19.81
LABORER (Seasonal) (Maximum)	9.75
PUBLIC WORKED DEPT. (full time) clothing allowance, per annum	525.00
COMPUTER OPERATOR/BOOKKEEPER, Water Dept. per month (maximum)	2,984.23
RADIO DISPATCHER, per hour worked	19.67
LEAD RADIO DISPATCHER, per hour worked	20.77
PROBATIONARY RADIO DISPATCHER, per hour worked	15.41
RADIO DISPATCHER (full time), uniform expense, per annum	375.00
RADIO DISPATCHER (part time), per hour worked (maximum)	14.47
RADIO DISPATCHER (part time), uniform expense	125.00
ADMINISTRATIVE SECRETARY, Police Dept., per hour worked (maximum)	16.51

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CLERK/TYPIST (part time), per hour worked (maximum)	12.29
RABIES CONTROL OFFICER, per hour worked	16.63
RABIES CONTROL OFFICER, uniform expense, per annum	175.00
ADMINISTRATIVE ASST. to Mayor & Village Clerk, per month (maximum)	2,897.30
CUSTODIAN, per hour worked (maximum)	16.56
ZONING & CODE ENFORCEMENT OFFICER, per month (maximum)	3,694.31
ASSISTANT ZONING & CODE ENFORCEMENT OFFICER, per month	501.32*
VILLAGE TREASURER, per month	1,058.64*
VILLAGE BOOKKEEPER, per month, (maximum)	3,657.12
EMERGENCY PREPAREDNESS OFFICER, per annum	840.56*

*Indicates appointed officials

POOL MANAGER, per week	273.16**
ASST. POOL MANAGER, per week	218.53**

These wages are based on a maximum **twenty-four (24) hour week. If the Manager/Assistant Manager works a pool party which extends their weekly hours over **twenty-four (24)**, they will be paid for those additional hours at the maximum Life Guard rate.

LOCKER ROOM & CONCESSION WORKER:	<u>Under 18</u>	<u>Over 18</u>
	7.25	7.75
LIFEGUARD:	<u>Under 18</u>	<u>Over 18</u>
	7.25	7.75

(Ord. No. 2008-16; 08-04-08)

14-2-2 POLICE SALARIES. Police Officers, including the Police Chief, Police Lieutenant, full-time Dispatchers, full-time Secretary and full-time Rabies Control Officer; full-time Street and Water Department employees, Director and Assistant Director of Public Works, full-time Computer Operator, and full-time Assistant in the Clerk's Office shall receive, in addition to their base rate, a "length of service" premium of **two percent (2%)** of their base monthly or hourly rate after **four (4) years** of service, which shall be increased to **four percent (4%)** of the base rate after **eight (8) years** of service and increased to **six percent (6%)** of the base rate after **twelve (12) years** of service. **(Ord. No. 2008-16; 08-04-08)**

14-2-3 **DEGREES.** Full-time employees who have a Degree in a work related field will receive an annual payment of **Two Hundred Fifty Dollars (\$250.00)** for an Associates Degree and **Five Hundred Dollars (\$500.00)** for a Bachelors Degree. **(Ord. No. 2008-16; 08-04-08)**

14-2-4 **UNIFORM EXPENSES.** All uniform and/or clothing expenses as itemized above shall accrue in monthly installments of **1/12** of the annual allowance, provided, however, the full amount may be drawn in advance in the month of May each year upon application of such officer or employee with agreement to refund to the Village of Bethalto any unaccrued amount of such allowance in the event of the termination of service of such officer or employee before the end of the fiscal year either in case or by withholding from the final compensation or pension reimbursement due such officer or employee. **(Ord. No. 2008-16; 08-04-08)**

14-2-5 **EFFECTIVENESS.** Such salaries and compensation as above provided shall be in force and effect for the period beginning **July 1, 2007** and until changed by Ordinance of the Village Board as provided by law. (Except as noted in Section 14-2-1.) **(Ord. No. 2008-16; 08-04-08)**

14-2-6 **MILEAGE.** All officers and employees, when engaged in authorized duties, shall be reimbursed for mileage for the use of their personal vehicles when authorized and approved according to Internal Revenue Standard mileage rate for business miles. **(Ord. No. 2008-16; 08-04-08)**