



**VILLAGE OF LAKE BLUFF**  
 COMPENSATION PAID TO EMPLOYEES  
 UPDATED as of MAY 25, 2017

The Village's compensation program aims to attract, retain, an incentivize qualified and productive employees. To do so, the Village pegs position salary levels at or above the average of those in the competitive market and sets an appropriate compensation relationship between positions within the Village organization. The Official Village Pay Plan establishes a salary range which recognizes individual ability and exhibited job performance as the basic considerations in salary determination. In addition, the Village has reviewed pay levels in other Lake County and North Shore communities as "market comparables." An annual compensation survey is used as a gauge for this purpose.

The Village's Official Pay Plan is reviewed by the Village Board every year during the annual budget process. All regular, full time employees not covered by a collective bargaining agreement are eligible for salary increases within the approved salary range, consistent with the Plan's criteria and economic conditions. The Village Administrator is responsible for the administration and interpretation of the Plan and sets salaries for all employees within the salary ranges after discussing them with the Department Heads. Some employees are covered by a collective bargaining agreement.

Employee Number	Position	Market Comparables Base Salary <sup>1</sup>		Annual Base Salary <sup>2</sup>	Health Savings Contrib	Health Insurance Opt-Out	Auto Allowance <sup>3</sup>	ICMA 457			TOTAL
		Minimum	Maximum					Pension Contrib	Housing Loan <sup>4</sup>	Other Comp <sup>5</sup>	
100589	Adm Secretary	36,183	80,759	57,174	-	1,000				1,500	59,674
100592	Asst Finance Director	61,984	148,440	97,345	1,500					1,750	100,595
100679	Asst to Village Admin	63,672	115,697	70,000	750						70,750
100662	Bldg Code Supervisor	67,361	135,751	96,124	750	-					96,874
100669	Chief Mechanic	per CBA		67,704	-						67,704
100656	Deputy Police Chief	89,149	168,862	112,183	-					2,875	115,058
100258	Finance Director	89,999	203,366	155,753	750					2,500	159,003
100464	Executive Assistant	48,514	84,799	60,820	1,500						62,320
100498	Finance Clerk	39,562	69,765	62,824	750					750	64,324
100663	Finance Clerk	39,562	69,765	60,000	1,500					1,500	63,000
100642	Maintenance II	per CBA		57,741	-						57,741
100649	Maintenance I	per CBA		55,203	-						55,203
100335	Maintenance II	per CBA		68,952	-					4,000	72,952
100370	Maintenance II	per CBA		68,952	-					650	69,602
100500	Maintenance II	per CBA		68,952	-					650	69,602
100633	Maintenance I	per CBA		51,979	-						51,979
100176	Police Chief	89,999	179,397	134,335	1,500						135,835
100425	Police Records Clerk	48,051	73,247	66,441	1,500						67,941
100454	Police Records Clerk	48,051	73,247	66,441	1,500						67,941
100650	Police Officer	per CBA		83,340	1,500						84,840
100651	Police Officer	per CBA		83,340	1,500						84,840
100392	Police Officer	per CBA		91,555	-	1,000					92,555
100457	Police Officer	per CBA		91,555	1,500						93,055
100459	Police Officer	per CBA		91,555	750						92,305
100494	Police Officer	per CBA		91,555	-	1,000					92,555
100544	Police Officer	per CBA		91,555	1,500						93,055
100587	Police Officer	per CBA		90,905	1,500						92,405
100644	Police Officer	per CBA		83,340	1,500						84,840
100411	Police Sergeant	per CBA		104,902	750						105,652
100443	Police Sergeant	per CBA		104,902	1,500						106,402
100479	Police Sergeant	per CBA		104,902	1,500						106,402
100363	PW Superintendent	68,153	141,163	90,715	1,500						92,215
100591	Village Administrator	147,000	240,000	196,650	1,500		4,800	10,000	5,000	10,000	227,950
100666	Village Engineer	78,876	148,440	115,503	1,500						117,003

<sup>1</sup>Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in March 2017 except Village Administrator comps.

<sup>2</sup>Includes the use of vacation and sick time.

<sup>3</sup>Police Chief and Deputy Police Chief are provided a take-home vehicle.

<sup>4</sup>Village Administrator housing assistance (VA required to live in Lake Bluff) consisting of an interest-free \$200,000 loan, forgivable at \$5,000 per year beginning in the third year of employment.

<sup>5</sup>Extra-duty, longevity and bonus pay not included in base salary and paid as of date shown above.

CBA = collective bargaining agreement.