

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 ¹		Annual Base Salary ²	Health Savings Contrib	Health Insurance Opt-Out	Auto Allowance	ICMA 457		Other Comp ⁵	TOTAL
		Minimum	Maximum					Pension Contrib	Housing Loan ⁴		
100589	Administrative Secretary	45,942	68,023	55,660	-	1,000					56,660
100592	Asst Director of Finance	71,777	145,310	93,600	1,500						95,100
100524	Asst to Village Admin	59,023	101,360	77,492	750						78,242
100662	Bldg Code Supervisor	71,720	128,590	93,225	750	-				1,000	94,975
100669	Chief Mechanic	per CBA		63,630	-						63,630
100656	Deputy Police Chief	89,149	165,263	112,183	-						112,183
100258	Director of Finance	89,999	199,005	151,393	750						152,143
100464	Executive Assistant	48,090	82,731	60,820	1,500						62,320
100498	Finance Clerk	38,750	68,064	61,293	750					1,500	63,543
100663	Finance Clerk	38,750	68,064	58,250	1,500						59,750
100642	Maintenance II	per CBA		54,270	-						54,270
100649	Maintenance I	per CBA		51,896	-						51,896
100335	Maintenance II	per CBA		66,768	-					4,000	70,768
100370	Maintenance II	per CBA		66,768	-					650	67,418
100500	Maintenance II	per CBA		66,768	-					650	67,418
100633	Maintenance I	per CBA		48,900	-						48,900
100176	Police Chief	89,999	199,005	134,335	1,500						135,835
100425	Police Records Clerk	37,624	66,625	65,138	1,500						66,638
100454	Police Records Clerk	37,624	66,625	65,138	1,500						66,638
100655	Police Officer	per CBA		79,554	750						80,304
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		90,905	1,500						92,405
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		101,860	750						102,610
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	59,275	115,153	88,408	1,500						89,908
100591	Village Administrator	147,000	240,000	196,650	1,500		4,800	10,000	5,000	10,000	227,950
100666	Village Engineer	65,601	124,978	112,270	1,500					1,000	114,770

¹Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in March 2016.

²Includes the use of vacation and sick time.

³Police Chief and Deputy Police Chief are provided a take-home vehicle.

⁴Village 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.

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

CBA = collective bargaining agreement.