



**VILLAGE OF LAKE BLUFF**  
**COMPENSATION PAID TO EMPLOYEES**  
 UPDATED as of APRIL 13, 2018

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	Employee Name	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 Pension Contrib	Housing Loan <sup>4</sup>	Other Comp <sup>5</sup>	TOTAL
			Minimum	Maximum								
100589	Weatherall	Adm Secretary	44,371	75,234	57,174	-	833				1,500	59,507
100592	Scheibl	Asst Finance Director	72,227	151,804	97,345	2,500					1,750	101,595
100679	Cole	Asst to Village Admin	64,591	115,697	71,400	1,750						73,150
100662	Croak	Bldg Code Supervisor	73,333	138,397	96,124	1,750	-					97,874
100669	Lawler	Chief Mechanic	per CBA		69,722	-						69,722
100479	Smizinski	Deputy Police Chief	91,021	172,723	120,000	-						120,000
100693	O'Connell	Finance Director	91,889	180,187	139,500	-	500					140,000
100464	Gusterine	Executive Assistant	50,149	84,799	64,099	3,500						67,599
100498	Ciolek	Finance Clerk	40,394	71,128	62,824	500					750	64,074
100663	Dunne	Finance Clerk	40,394	71,128	60,000	1,000					1,500	62,500
100642	Bodame	Maintenance II	per CBA		59,509	-						59,509
100649	Toberman	Maintenance I	per CBA		57,741	-						57,741
100335	Hertel	Maintenance II	per CBA		68,952	-					4,000	72,952
100370	Tarpey	Maintenance II	per CBA		68,952	-					650	69,602
100500	Elfering	Maintenance II	per CBA		68,952	-					650	69,602
100633	Orsini	Maintenance I	per CBA		54,454	-						54,454
100176	Belmonte	Police Chief	91,889	207,043	140,004	3,500					1,000	144,504
100425	McCutcheon	Police Records Clerk	38,414	74,243	66,441	3,500						69,941
100454	Mount	Police Records Clerk	38,414	74,243	66,441	-						66,441
100650	Corona	Police Officer	per CBA		83,340	-						83,340
100651	Szalkowski	Police Officer	per CBA		83,340	-						83,340
100392	Price	Police Officer	per CBA		91,555	-	833					92,388
100457	Serdar	Police Officer	per CBA		91,555	-						91,555
100459	Schmidt	Police Officer	per CBA		91,555	1,750						93,305
100494	Malkov	Police Officer	per CBA		91,555	-	833					92,388
100544	Reynolds	Police Officer	per CBA		91,555	-						91,555
100587	Vinson	Police Officer	per CBA		95,507	-						95,507
100644	Kreusch	Police Officer	per CBA		83,340	-						83,340
100690	Belanger	Police Officer	per CBA		68,199	-						68,199
100411	Brezinski	Police Sergeant	per CBA		104,902	1,750						106,652
100443	Gehrke	Police Sergeant	per CBA		104,902	3,500						108,402
100363	Terlap	PW Superintendent	60,520	144,692	90,715	-						90,715
100591	Irvin	Village Administrator	149,940	254,581	206,482	3,500		4,800	10,000	5,000	15,000	244,782
100666	Hansen	Village Engineer	78,876	181,764	115,503	3,500						119,003

34 Positions

<sup>1</sup>Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in March 2018 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.