

**COMPENSATION PAID TO EMPLOYEES**

UPDATED as of May 14, 2019

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	45,970	76,961	58,448	-	-				1,000	59,448
100592	Scheibl	Asst Finance Director	72,431	154,840	99,783	2,500					1,000	103,283
100679	Cole	Asst to Village Admin	65,015	118,590	72,906	1,250						74,156
100662	Croak	Bldg Code Supervisor	69,045	136,988	98,799	1,250	-					100,049
100669	Lawler	Chief Mechanic	per CBA		73,216	-						73,216
100479	Smizinski	Deputy Police Chief	92,932	176,178	125,000	-					2,500	127,500
100693	O'Connell	Finance Director	93,819	189,308	143,211	1,250	-					144,461
100464	Gusterine	Executive Assistant	51,147	86,919	65,707	2,500						68,207
100498	Ciolek	Finance Clerk	43,900	71,653	64,584	2,500					750	67,834
100663	Dunne	Finance Clerk	43,900	71,653	61,796	-					1,500	63,296
100732	Gilbert	Maintenance I	per CBA		50,000	-						50,000
100335	Hertel	Maintenance II	per CBA		70,324	-					4,000	74,324
100728	Brucato	Maintenance I	per CBA		50,000	-						50,000
100633	Orsini	Maintenance I	per CBA		55,540	-						55,540
100656	Hosking	Police Chief	93,819	211,184	150,000	-						150,000
100425	McCutcheon	Police Records Clerk	39,221	76,284	66,440	2,500						68,940
100454	Mount	Police Records Clerk	39,221	76,284	66,441	-						66,441
100650	Corona	Police Officer	per CBA		97,900	-						97,900
100651	Szalkowski	Police Officer	per CBA		97,900	-						97,900
100392	Price	Police Officer	per CBA		98,540	-	1,125					99,665
100457	Serdar	Police Officer	per CBA		98,540	-						98,540
100459	Schmidt	Police Officer	per CBA		98,540	1,250						99,790
100494	Malkov	Police Officer	per CBA		98,540	-	1,125					99,665
100544	Reynolds	Police Officer	per CBA		98,540	-						98,540
100587	Vinson	Police Officer	per CBA		102,970	-						102,970
100644	Kreusch	Police Officer	per CBA		97,900	-						97,900
100690	Belanger	Police Officer	per CBA		81,580	-						81,580
100411	Brezinski	Police Sergeant	per CBA		111,070	1,250						112,320
100443	Gehrke	Police Sergeant	per CBA		111,070	2,500						113,570
100363	Terlap	PW Superintendent	68,486	148,671	92,980	-						92,980
100591	Irvin	Village Administrator	157,437	267,310	221,183	2,500		4,800	10,000	5,000	20,000	263,483
100666	Hansen	Village Engineer	80,848	154,840	120,000	2,500					3,000	125,500

32 Positions

<sup>1</sup>Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in March 2019 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.