

**COMPENSATION PAID TO EMPLOYEES**

UPDATED as of April 30, 2020

The Village's compensation program aims to attract, retain, and 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	42,203	78,885	58,448	-	-				1,000	59,448
100592	Scheibl	Asst Finance Director	68,600	158,818	102,274	2,500					1,000	105,774
100679	Cole	Asst to Village Admin	58,614	139,891	87,500	1,250						88,750
100662	Croak	Bldg Code Supervisor	70,771	144,695	105,000	1,250	-					106,250
100669	Lawler	Chief Mechanic	per CBA		77,147	-						77,147
100479	Smizinski	Deputy Police Chief	94,791	180,724	128,125	-						128,125
100693	O'Connell	Finance Director	95,695	216,692	147,507	1,250	-				1,000	149,757
100464	Gusterine	Executive Assistant	52,416	89,092	67,330	2,500						69,830
100498	Ciolek	Finance Clerk	43,900	84,174	66,185	2,500					1,000	69,685
100663	Dunne	Finance Clerk	43,900	84,174	63,336	-					1,500	64,836
100732	Gilbert	Maintenance I	per CBA		51,126	-						51,126
100335	Hertel	Maintenance II	per CBA		71,905	-					4,000	75,905
100728	Brucato	Maintenance I	per CBA		52,686	-						52,686
100633	Orsini	Maintenance I	per CBA		58,448	-						58,448
100656	Hosking	Police Chief	95,695	216,692	160,000	-						160,000
100425	McCutcheon	Police Records Clerk	42,203	78,382	66,440	2,500						68,940
100454	Mount	Police Records Clerk	42,203	78,382	68,099	-						68,099
100650	Corona	Police Officer	per CBA		100,342	-						100,342
100651	Szalkowski	Police Officer	per CBA		100,342	-						100,342
100392	Price	Police Officer	per CBA		100,992	-	1,125					102,117
100457	Serdar	Police Officer	per CBA		100,992	-						100,992
100459	Schmidt	Police Officer	per CBA		100,992	1,250						102,242
100494	Malkov	Police Officer	per CBA		100,992	-	1,125					102,117
100544	Reynolds	Police Officer	per CBA		100,992	-						100,992
100587	Vinson	Police Officer	per CBA		107,881	-						107,881
100644	Kreusch	Police Officer	per CBA		100,342	-						100,342
100690	Belanger	Police Officer	per CBA		87,813	-						87,813
100411	Brezinski	Police Sergeant	per CBA		113,832	1,250						115,082
100443	Gehrke	Police Sergeant	per CBA		113,832	2,500						116,332
100363	Terlap	PW Superintendent	74,060	152,760	95,353	-						95,353
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	91,225	158,818	123,527	2,500					3,000	129,027
100699	VanDerLinden	Police Officer	per CBA		83,635	-						83,635
100746	Heffelman	Maintenance I	per CBA		51,126	-						51,126

34 Positions

<sup>1</sup>Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in April 2020 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.