

**COMPENSATION PAID TO EMPLOYEES**  
as of May 1, 2023 (effective October 24, 2023)

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

Number	Employee Name	Position	Market Comparables		Annual Base Salary <sup>2</sup>	Health Savings Contrib	Health Insurance Opt-Out	Auto Allowance <sup>5</sup>	ICMA 457 Pension Contrib	Housing Loan <sup>4</sup>	Other Comp <sup>3</sup>	TOTAL
			Base Salary <sup>1</sup> Minimum	Maximum								
100363	Terlap	PW Superintendent	96,224	132,481	105,019							105,019
100411	Brezinski	Police Sergeant	--- per CBA ---		125,582	1,250						126,832
100443	Gehrke	Deputy Police Chief	132,139	153,321	131,840	2,500						134,340
100454	Mount	Police Records Clerk	53,650	75,069	73,516							73,516
100464	Gusterine	Executive Assistant	61,637	85,850	74,692	2,500						77,192
100479	Smizinski	Police Chief	142,878	190,778	150,000							150,000
100494	Malkov	Police Officer	--- per CBA ---		106,072			1,250				107,322
100498	Ciolek	Finance Clerk	57,147	77,699	73,788							73,788
100544	Reynolds	Police Sergeant	--- per CBA ---		116,418							116,418
100587	Vinson	Police Sergeant	--- per CBA ---		125,582							125,582
100589	Weatherall	Adm Secretary	54,286	74,387	62,483							62,483
100591	Irvin	Village Administrator	157,437	267,310	240,500	2,500		4,800	10,000	5,000		262,800
100633	Orsini	Maintenance II	--- per CBA ---		68,276							68,276
100647	Pasquesi	Maintenance I	--- per CBA ---		59,750							59,750
100662	Croak	Bldg Code Supervisor	99,896	140,399	117,146	1,250						118,396
100666	Hansen	Village Engineer	109,563	151,314	136,939	2,500					3,500	142,939
100669	Lawler	Chief Mechanic	--- per CBA ---		82,472							82,472
100679	Gable	Asst to Village Admin	61,295	211,527	112,500							112,500
100693	O'Connell	Finance Director	132,163	193,222	166,461						3,500	169,961
100699	VanDerLinden	Police Officer	--- per CBA ---		105,421							105,421
100728	Brucato	Finance Clerk	57,147	77,699	68,993							68,993
100746	Heffelman	Maintenance I	--- per CBA ---		60,715							60,715
100778	Bae	Police Officer	--- per CBA ---		92,258							92,258
100781	Sargent	Police Officer	--- per CBA ---		96,645							96,645
100789	Rosenberg	Police Officer	--- per CBA ---		92,258							92,258
100790	Francois	Police Officer	--- per CBA ---		92,258							92,258
100794	O'Boyle	Police Officer	--- per CBA ---		92,258							92,258
100801	Reyes	Maintenance I	--- per CBA ---		54,657							54,657
100802	Bradley	Police Records Clerk	53,650	75,069	64,757						500	65,257

29 Positions

CBA = collective bargaining agreement.

<sup>1</sup> Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in April 2023 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.

