## **COMPENSATION PAID TO EMPLOYEES**

UPDATED as of April 30, 2020

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 barganing 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.

Number Name   Nomition   Maximum   Maximum   Salary   Contrib   Opt-Out   Allowance   Contrib   Contrib	Employee		Market Comparables Base Salary¹		Annual Base	Health Savings	Health Insurance	Auto	ICMA 457 Pension	Housing	Other	
1,000		Position										TOTAL
1,000												
100669 Croak   100662 Groak   100		•		·		-	-					
100662 Croak   Bidg Code Supervisor   70,771   144,695   105,000   1,250     106,250   100669 Lawler   Chief Mechanic   per CBA   77,147     77,147   12,125     128,125   128,125   128,125   128,125   128,125   128,125   128,125   128,125   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     1,000   69,685   100498 Cibek   Finance Clerk   43,900   84,174   66,185   2,500     1,000   69,685   100732 Cilibert   Maintenance I   per CBA   51,126       1,500   64,836   100732 Cilibert   Maintenance II   per CBA   51,126       1,500   64,836   100732 Cilibert   Maintenance II   per CBA   51,126       4,000   75,905   10028 Brucato   Maintenance I   per CBA   58,488       52,886   100633 Orsini   Maintenance I   per CBA   58,488       58,448   100666 Hosking   Police Chief   95,695   216,692   160,000       68,940   100454 Mount   Police Records Clerk   42,203   78,332   66,400   2,500       68,940   100454 Mount   Police Records Clerk   42,203   78,332   66,400   2,500       100,342   100665 Croan   Police Officer   per CBA   100,342       100,342   100665 Croan   Police Officer   per CBA   100,342       100,342   100665 Croan   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100645 Serdar   Police Officer   per CBA   100,992     1,125     100,342   100,342   100,342   100,342   100,342   100,342			,	•							1,000	
100669   Lawler   Chief Mechanic   Per CBA   77,147   -		The state of the s		·	·							·
100479 Smizinski   Deputy Police Chief   94,791   180,724   128,125   -			•	,		1,250	-					
1,00693 O'Connell   Finance Director   95,695   216,692   147,507   1,250   -   1,000   149,757   1,0046 Gusterine   Executive Assistant   52,416   89,092   67,330   2,500   59,835   69,835   1,000   69,855   1,000   69,855   1,000   69,855   1,000   69,855   1,000   69,855   1,000   69,855   1,000   69,855   1,000   1,000   69,855   1,000   1,0			per CBA			-						
100464 Gusterine		• •	,	,		-						
100498 Ciolek   Finance Clerk   43,900   84,174   66,185   2,500   1,000   69,685   1006663 Dunne   Finance Clerk   43,900   84,174   63,336   -			95,695				-				1,000	
1,500   64,836   1,500   64,836   1,500   64,836   1,500   64,836   1,500   64,836   1,500   64,836   1,500   1,500   64,836   1,500	100464 Gusterine	Executive Assistant	52,416	89,092	67,330	2,500						69,830
100732 Gilbert   Maintenance     per CBA   51,126   -     51,126   100335   Hertel   Maintenance     per CBA   71,905   -     4,000   75,905   100728   Brucato   Maintenance   per CBA   52,686   -     52,686   -     52,686   100633   Orsini   Maintenance   per CBA   58,448   -     58,448   100656   Hosking   Police Chief   95,695   216,692   160,000   -     68,940   100425   McCutcheon   Police Records Clerk   42,203   78,382   66,440   2,500     5   68,940   100425   McCutcheon   Police Records Clerk   42,203   78,382   66,440   2,500     5   68,940   100454   Mount   Police Records Clerk   42,203   78,382   68,099   -     68,940   100455   McCutcheon   Police Officer   per CBA   100,342   -     100,342   100651   Szalikowski   Police Officer   per CBA   100,342   -     100,342   100651   Szalikowski   Police Officer   per CBA   100,992   -   1,125     100,342   100494   Malkov   Police Officer   per CBA   100,992   1,250     100,992   100459   Schmidt   Police Officer   per CBA   100,992   1,250     100,992   100494   Malkov   Police Officer   per CBA   100,992   -   1,125     100,992   100494   Malkov   Police Officer   per CBA   100,992   -   1,125     100,992   100587   Vinson   Police Officer   per CBA   100,992   -   1,125     100,992   100587   Vinson   Police Officer   per CBA   100,992   -   1,125     100,992   100587   Vinson   Police Officer   per CBA   100,992   -   1,125     100,992   100,992   100587   Vinson   Police Officer   per CBA   100,992   -   1,125     100,992   10	100498 Ciolek		43,900	84,174	66,185	2,500					1,000	
100335 Hertel   Maintenance II	100663 Dunne	Finance Clerk	43,900	84,174	63,336	-					1,500	64,836
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   68,099   -   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     100457 Serdar   Police Officer   per CBA   100,992   -   1,125   102,117     100459 Schmidt   Police Officer   per CBA   100,992   -   1,125   102,117     100494 Malkov   Police Officer   per CBA   100,992   -   1,125   102,117     100541 Reynolds   Police Officer   per CBA   100,992 <t< td=""><td>100732 Gilbert</td><td>Maintenance I</td><td colspan="2">per CBA</td><td>51,126</td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>51,126</td></t<>	100732 Gilbert	Maintenance I	per CBA		51,126	-						51,126
100633 Orsini	100335 Hertel	Maintenance II	per CBA		71,905	-					4,000	75,905
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   100345   Szalkowski   Police Officer   per CBA   100,342   -     100,342   100392   Price   Police Officer   per CBA   100,992   -   1,125     100,341   100,492   100457   Serdar   Police Officer   per CBA   100,992   -     1,125     100,342   100,494   Malkov   Police Officer   per CBA   100,992   -   1,125     100,241   100,494   Malkov   Police Officer   per CBA   100,992   -   1,125     100,417   100544   Reynolds   Police Officer   per CBA   100,992   -   1,125     100,417   100544   Reynolds   Police Officer   per CBA   100,992   -   1,125     100,417   100,442   100,444   Revisch   Police Officer   per CBA   100,992   -   1,125     100,414   100,442   100,444   Revisch   Police Officer   per CBA   100,342   -     100,442   100,442   100,442   100,442   100,442   100,442   100,442   100,442   100,443   100,443   100,442   100,443   10,444   10,443   10,444   10,443   10,444	100728 Brucato	Maintenance I	per CBA		52,686	-						52,686
100425 McCutcheon	100633 Orsini	Maintenance I	per CBA		58,448	-						58,448
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   -   1,125   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   -   1,125   102,242     100494 Malkov   Police Officer   per CBA   100,992   -   1,125   100,992     100587 Vinson   Police Officer   per CBA   100,992   -   1,125   100,992     100644 Kreusch   Police Officer   per CBA   107,881   -   107,881     100690 Belanger   Police Officer   per CBA   113,832   1,250   *   87,813     100443 Gehrke   Police Sergeant   per CBA </td <td>100656 Hosking</td> <td>Police Chief</td> <td>95,695</td> <td>216,692</td> <td>160,000</td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>160,000</td>	100656 Hosking	Police Chief	95,695	216,692	160,000	-						160,000
100650 Corona   Police Officer   per CBA   100,342   -	100425 McCutcheon	Police Records Clerk	42,203	78,382	66,440	2,500						68,940
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   -   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   -   1,125   100,992     100544 Kreusch   Police Officer   per CBA   100,992   -   1,125   100,992     100644 Kreusch   Police Officer   per CBA   107,881   -   107,881   -   100,342     100690 Belanger   Police Officer   per CBA   87,813   -   87,813   -   87,813     100411 Brezinski   Police Sergeant   per CBA   113,832   1,250   116,332     100363 Terlap	100454 Mount	Police Records Clerk	42,203	78,382	68,099	-						68,099
100392 Price   Police Officer   per CBA   100,992   -   1,125   102,117     100457 Serdar   Police Officer   per CBA   100,992   -   1,0092   -   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   -   1,125   100,992     100587 Vinson   Police Officer   per CBA   100,992   -   100,7881   -   100,7881   -   100,7881   -   100,7881   -   100,342   -   100,342   -   100,342   -   87,813   -   87,813   -   87,813   -   87,813   -   87,813   -   115,082   115,082   115,082   115,082   116,332   10041   Brezinski   Police Sergeant   per CBA   113,832   2,500   4,800   10,000   5,000   20,000	100650 Corona	Police Officer	per CBA		100,342	-						100,342
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   -   1,125   100,992     100587 Vinson   Police Officer   per CBA   107,881   -   107,881   -   107,881     100644 Kreusch   Police Officer   per CBA   100,342   -   100,342   -   100,342     100690 Belanger   Police Officer   per CBA   87,813   -   87,813   -   87,813     100411 Brezinski   Police Sergeant   per CBA   113,832   1,250   115,082   115,082     100443 Gehrke   Police Sergeant   per CBA   113,832   2,500   4,800   10,000   5,000   20,000   263,483     100591 Irvin   Village Administrator   157,437   267,310   221	100651 Szalkowski	Police Officer	per CBA		100,342	-						100,342
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   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 4,800 10,000 5,000 20,000 263,483   100699 VanDerLinden Police Officer per CBA 83,635	100392 Price	Police Officer	per CBA		100,992	-	1,125					102,117
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   4,800   10,000   5,000   20,000	100457 Serdar	Police Officer	per CBA		100,992	-						100,992
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     100699 VanDerLinden   Police Officer   per CBA   83,635   -   83,635   -   83,635	100459 Schmidt	Police Officer	per CBA		100,992	1,250						102,242
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     100696 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   -	100494 Malkov	Police Officer	per CBA		100,992	-	1,125					102,117
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	100544 Reynolds	Police Officer	per CBA		100,992	-						100,992
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	100587 Vinson	Police Officer	per CBA		107,881	-						107,881
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     100696 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	100644 Kreusch	Police Officer	per CBA		100,342	-						100,342
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	100690 Belanger	Police Officer	per CBA		87,813	-						87,813
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   100696 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	100411 Brezinski	Police Sergeant	per CBA		113,832	1,250						115,082
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	100443 Gehrke	Police Sergeant	per C	ВА	113,832	2,500						116,332
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	100363 Terlap	PW Superintendent	74,060	152,760	95,353	-						95,353
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		•				2,500		4,800	10,000	5,000	20,000	
100699 VanDerLinden Police Officer per CBA 83,635 - 83,635	100666 Hansen		91,225									
,			,	,								
			<u> </u>		51,126							51,126

<sup>34</sup> Positions

<sup>&</sup>lt;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>&</sup>lt;sup>2</sup>Includes the use of vacation and sick time.

<sup>&</sup>lt;sup>3</sup>Police Chief and Deputy Police Chief are provided a take-home vehicle.

<sup>&</sup>lt;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>&</sup>lt;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.