

COMPENSATION PAID TO EMPLOYEES

as of May 1, 2021

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 ¹		Annual Base Salary ²	Health Savings Contrib	Health Insurance Opt-Out	Auto Allowance ³	ICMA 457 Pension Contrib	Housing Loan ⁴	Other Comp ⁵	TOTAL
			Minimum	Maximum								
100589	Weatherall	Adm Secretary	52,787	72,435	59,911	-	-					59,911
100679	Cole	Asst to Village Admin	58,614	139,891	89,688	1,250						90,938
100662	Croak	Bldg Code Supervisor	70,771	144,695	107,625	1,250	-					108,875
100669	Lawler	Chief Mechanic	per CBA		80,649	-						80,649
100479	Smizinski	Deputy Police Chief	94,791	180,724	128,125	-						128,125
100693	O'Connell	Finance Director	95,695	216,692	151,198	-	-				-	151,198
100464	Gusterine	Executive Assistant	52,416	89,092	69,013	2,500						71,513
100498	Ciolek	Finance Clerk	43,900	84,174	67,845							67,845
100663	Dunne	Finance Clerk	43,900	84,174	67,845	-						67,845
100732	Gilbert	Maintenance II	per CBA		59,369	-						59,369
100335	Hertel	Maintenance II	per CBA		75,179	-					4,000	79,179
100728	Brucato	Maintenance II	per CBA		59,369	-						59,369
100633	Orsini	Maintenance II	per CBA		62,971	-						62,971
100656	Hosking	Police Chief	95,695	216,692	160,000	-						160,000
100771	Grandi	Police Records Clerk	42,203	78,382	60,320	-						60,320
100454	Mount	Police Records Clerk	42,203	78,382	68,099	-						68,099
100650	Corona	Police Officer	per CBA		105,422	-						105,422
100651	Szalkowski	Police Officer	per CBA		105,422	-						105,422
100392	Price	Police Officer	per CBA		106,202	-	1,250					107,452
100457	Serdar	Police Officer	per CBA		106,072	-						106,072
100770	Jacoby	Police Officer	per CBA		87,869	-						87,869
100459	Schmidt	Police Officer	per CBA		106,072	1,250						107,322
100494	Malkov	Police Officer	per CBA		106,072	-	1,250					107,322
100544	Reynolds	Police Officer	per CBA		106,072	-						106,072
100587	Vinson	Police Sergeant	per CBA		113,304	-						113,304
100644	Kreusch	Police Officer	per CBA		105,422	-						105,422
100411	Brezinski	Police Sergeant	per CBA		116,665	1,250						117,915
100443	Gehrke	Police Sergeant	per CBA		116,667	2,500						119,167
100363	Terlap	PW Superintendent	74,060	152,760	97,738	-						97,738
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	126,618	2,500					3,000	132,118
100699	VanDerLinden	Police Officer	per CBA		96,645	-						96,645
100746	Heffelman	Maintenance I	per CBA		55,078							55,078

33 Positions

¹Market comparables are the salary ranges of comparable local communities (not actual salaries) updated in April 2021 except Village Administrator comps

²Includes the use of vacation and sick time.

³Police Chief and Deputy Police Chief are provided a take-home vehicle.

⁴Village 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.

⁵Extra-duty, longevity and bonus pay not included in base salary and paid as of date shown above.

CBA = collective bargaining agreement.