

COMPENSATION PAID TO EMPLOYEES
as of Aug 15, 2022 (effective August 25, 2022)

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								
100363	Terlap	PW Superintendent	77,394	168,385	102,731							102,731
100392	Price	Police Officer	--- per CBA ---		106,202		1,250					107,452
100411	Brezinski	Police Sergeant	--- per CBA ---		122,535	1,250						123,785
100443	Gehrke	Deputy Police Chief	98,862	189,261	128,000	2,500						130,500
100454	Mount	Police Records Clerk	41,723	86,400	71,552							71,552
100464	Gusterine	Executive Assistant	54,808	95,451	72,508	2,500						75,008
100479	Smizinski	Police Chief	99,806	237,040	150,000							150,000
100494	Malkov	Police Officer	--- per CBA ---		106,072		1,250					107,322
100498	Ciolek	Finance Clerk	44,800	92,784	71,635							71,635
100544	Reynolds	Police Sergeant	--- per CBA ---		111,640							111,640
100587	Vinson	Police Sergeant	--- per CBA ---		122,535							122,535
100589	Weatherall	Adm Secretary	44,096	84,949	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
100644	Kreusch	Police Officer	--- per CBA ---		106,072							106,072
100647	Pasquesi	Maintenance I	--- per CBA ---		59,750							59,750
100662	Croak	Bldg Code Supervisor	76,700	153,537	113,922	1,250						115,172
100663	Dunne	Finance Clerk	44,800	92,784	71,635							71,635
100666	Hansen	Village Engineer	76,138	192,206	133,599	2,500						136,099
100669	Lawler	Chief Mechanic	--- per CBA ---		82,472							82,472
100679	Cole	Asst to Village Admin	61,295	211,527	95,255	1,250					3,000	99,505
100693	O'Connell	Finance Director	99,806	225,885	161,441	2,500						163,941
100699	VanDerLinden	Police Officer	--- per CBA ---		105,421							105,421
100728	Brucato	Maintenance II	--- per CBA ---		62,478							62,478
100732	Gilbert	Maintenance II	--- per CBA ---		62,478							62,478
100746	Heffelman	Maintenance I	--- per CBA ---		57,950							57,950
100771	Grandi	Police Records Clerk	41,723	86,400	63,689							63,689
100778	Bae	Police Officer	--- per CBA ---		87,869							87,869
100781	Sargent	Police Officer	--- per CBA ---		87,869							87,869
100789	Rosenberg	Police Officer	--- per CBA ---		87,869							87,869
100790	Francois	Police Officer	--- per CBA ---		87,869							87,869
100794	O'Boyle	Police Officer	--- per CBA ---		87,869							87,869
100801	Reyes	Maintenance I	--- per CBA ---		54,657							54,657

33 Positions

CBA = collective bargaining agreement.

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

² Includes the use of vacation and sick time.

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

⁴ 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

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

