

**VILLAGE OF VERNON HILLS
ORDINANCE 2024-059**

**AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2025**

WHEREAS, the Village of Vernon Hills Employee Compensation Plan (“Compensation Plan”) lists the corresponding wages that are authorized for certain non-union positions and is periodically reviewed to assess the compensation for Village employees; and

WHEREAS, the Village Board desires to adopt the Compensation Plan for Fiscal Year 2025, effective May 1, 2024; and

WHEREAS, the Village Board has determined that the adopted Compensation Plan be included within the Village of Vernon Hills Personnel Manual.

NOW, THEREFORE, BE IT ORDAINED BY THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS:

SECTION 1: VERNON HILLS EMPLOYEE COMPENSATION PLAN: The Village of Vernon Hills Employee Compensation Plan, attached to and, by this reference, made a part of this ordinance as Exhibit A, shall be, and is hereby, approved as the pay plan for all applicable employees of the Village effective May 1, 2024.

SECTION 2: AUTHORIZATION FOR PAY INCREASES: The Village Manager shall be, and is hereby, authorized to approve salary increases within the budgetary limits for the Village Employees covered by the Employee Compensation Plan.

SECTION 3: EFFECTIVE DATE: This Ordinance shall be in full force and effect from its passage and approval.

SECTION 4: ORDINANCE NUMBER: This Ordinance shall be known as Ordinance Number 2024-059

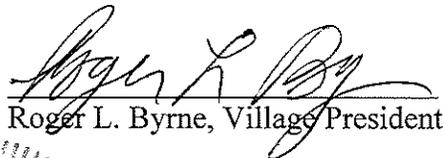
Dated this 16th day of April, 2024

Adopted by roll call votes as follows:

AYES:

NAYS:

ABSENT AND NOT VOTING:

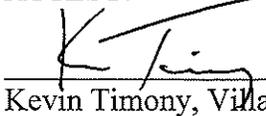


Roger L. Byrne, Village President

PASSED:

APPROVED:

ATTEST:



Kevin Timony, Village Clerk



EXHIBIT A

**VILLAGE OF VERNON HILLS COMPENSATION PLAN
FY 2025
EFFECTIVE MAY 1, 2024**

Village of Vernon Hills Compensation Plan
 FY 2025
 May 1, 2024 - April 30, 2025

Part Time and Seasonal Employees - Hourly Rates			
Grade	Minimum		Maximum
P-1	15.00		20.25

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P-2	20.14	21.31	22.49	23.66	24.84	26.01	27.19
P-3	26.49	28.04	29.58	31.13	32.67	34.22	35.77
P-4	28.61	30.28	31.95	33.62	35.29	36.96	38.63
P-5	31.88	33.75	35.63	37.50	39.38	41.25	43.13
P-6	33.67	35.64	37.60	39.57	41.53	43.49	45.46
P-7	36.05	38.15	40.26	42.36	44.46	46.56	48.67

Administrative and Technical							
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	55,105	58,319	61,534	64,748	67,963	71,177	74,392
2	59,513	62,985	66,457	69,928	73,400	76,871	80,343
3	64,274	68,024	71,773	75,523	79,272	83,021	86,771

Supervisors and Advanced Technical							
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4	70,040	74,126	78,211	82,297	86,383	90,468	94,554
5	73,892	78,203	82,513	86,823	91,134	95,444	99,754
6	77,956	82,504	87,051	91,599	96,146	100,694	105,241
7	82,244	87,041	91,839	96,637	101,434	106,232	111,029
8	86,767	91,829	96,890	101,952	107,013	112,074	117,136
9	91,539	96,879	102,219	107,559	112,899	118,238	123,578

Police Commanders				
Grade	Step 1	Step 2	Step 3	Step 4
10	149,030	153,030	157,030	161,030

Deputy Chief			
Grade	Minimum		Maximum
11	169,082		185,990

Directors and Senior Managers			
Grade	Minimum		Maximum
12	142,365		199,311

Village Manager			
Grade	Minimum		Maximum
13	218,360		305,704

Village of Vernon Hills Compensation Plan
FY 2025
May 1, 2024 - April 30, 2025

POSITION LISTING BY GRADE:

Part Time and Seasonal Positions

GRADE P-1

Seasonal Laborer

GRADE P-2

Seasonal Maintenance Worker

GRADE P-3

Records Clerk

GRADE P-4

Maintenance Worker

GRADE P-5

Dispatcher

GRADE P-6

Secretary to the BOFPC

GRADE P-7

Crime Prevention Officer
Code Enforcement Officer
Investigative Analyst

Administrative and Technical

GRADE 1

Administrative Assistant I
Records Clerk I

GRADE 2

Administrative Assistant II
Records Clerk II
Public Works Maintenance I
Building Maintenance I
Community Service Officer

GRADE 3

Administrative Assistant III

Supervisors and Advanced Technical

GRADE 4

Executive Secretary

GRADE 5

Public Works Maintenance II
Building Maintenance II

GRADE 6

Mechanic

Village of Vernon Hills Compensation Plan
FY 2025
May 1, 2024 - April 30, 2025

POSITION LISTING BY GRADE:

GRADE 7

Building Inspector
Human Resources Specialist
Cable Coordinator
Asst to Public Works Director

GRADE 8

Engineering Technician
Support Services Manager

GRADE 9

Information Technology Coordinator
Senior Engineering Technician
Senior Building Inspector
Public Works Crew Leader
Telecommunications Manager

Police Commander

GRADE 10

Police Commander

Directors and Senior Managers

GRADE 11

Deputy Chief of Police (Operations)
Deputy Chief of Police (Support Svcs)

GRADE 12

Assistant Village Manager
Director of Finance/Treasurer
Director Community Development
Chief of Police
Director Public Works/Village Engineer

Village Manager

GRADE 13

Village Manager

VILLAGE OF VERNON HILLS

ORDINANCE NO. 2024-059

AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2025

THE 16th DAY OF APRIL 2024

Published in pamphlet form by the Authority of the
President and Board of Trustees of the Village of
Vernon Hills, Lake County, Illinois, this
16th day of April, 2024

STATE OF ILLINOIS)
)
COUNTY OF LAKE)

CERTIFICATE

I, KEVIN TIMONY, CERTIFY THAT I AM THE DULY APPOINTED AND ACTING VILLAGE CLERK OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS. I FURTHER CERTIFY THAT ON APRIL 16, 2024, THE CORPORATE AUTHORITIES OF SUCH MUNICIPALITY PASSED AND APPROVED ORDINANCE NO. 2024-059 AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2025.

THE PAMPHLET FOR ORDINANCE NO. 2024-059 INCLUDING THE ORDINANCE AND A COVER SHEET THEREOF, WAS PREPARED, AND A COPY DATED APRIL 16, 2024 AND CONTINUING FOR AT LEAST TEN DAYS THEREAFTER. COPIES OF SUCH ORDINANCE WERE ALSO AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST IN THE OFFICE OF THE VILLAGE CLERK.

DATED IN VERNON HILLS, ILLINOIS, THIS 16th DAY OF APRIL 2024.



Kevin Timony, Village Clerk

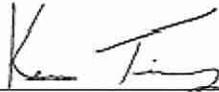
SEAL



AFFIDAVIT OF SERVICE

STATE OF ILLINOIS)
)
COUNTY OF LAKE)

I, KEVIN TIMONY, BEING FIRST DULY APPOINTED, DEPOSES AND SAYS ON OATH THAT AS VILLAGE CLERK OF THE VILLAGE OF VERNON HILLS, HE DID CAUSE THE FOREGOING CERTIFICATE FOR ORDINANCE NO. 2024-059 AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2025 TO BE POSTED IN THE VILLAGE HALL AS REQUIRED BY LAW FROM APRIL 16, 2024 TO APRIL 26, 2024.



Kevin Timony, Village Clerk

SUBSCRIBED AND SWORN TO BEFORE ME
THIS 16th DAY OF APRIL 2024



Notary Public

