

**VILLAGE OF VERNON HILLS
ORDINANCE 2025-048**

**AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2026**

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 2026, effective May 1, 2025; 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, 2025.

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 2025-048

Dated this 15th day of April, 2025.

Adopted by roll call votes as follows:

AYES: 5 – Forster, Schenk, Oppenheim, Byrne, Koch

NAYS: 0 – None

ABSENT AND NOT VOTING: 2 – Marquardt, Takaoka



Roger L. Byrne, Village President

PASSED: 04/15/2025
APPROVED: 04/15/2025
ATTEST: 04/15/2025



Kevin Timony, Village Clerk



EXHIBIT A

**VILLAGE OF VERNON HILLS COMPENSATION PLAN
FY 2026
EFFECTIVE MAY 1, 2025**

**Village of Vernon Hills Compensation Plan
FY 2026
May 1, 2025 - April 30, 2026**

Part Time and Seasonal Employees - Hourly Rates

<i>Grade</i>	Minimum	Maximum
P-1	15.00	20.25

<i>Grade</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P-2	20.84	22.06	23.28	24.49	25.71	26.92	28.14
P-3	27.42	29.02	30.62	32.22	33.82	35.42	37.02
P-4	29.61	31.34	33.07	34.80	36.52	38.25	39.98
P-5	32.99	34.93	36.88	38.81	40.76	42.69	44.64
P-6	34.85	36.88	38.92	40.95	42.98	45.02	47.05
P-7	37.31	39.49	41.66	43.84	46.02	48.19	50.37

Administrative and Technical

<i>Grade</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	57,034	60,361	63,688	67,015	70,342	73,668	76,995
2	61,596	65,189	68,783	72,376	75,969	79,562	83,155
3	66,524	70,405	74,285	78,166	82,046	85,927	89,808

Supervisors and Advanced Technical

<i>Grade</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4	72,491	76,720	80,949	85,177	89,406	93,635	97,863
5	76,478	80,940	85,401	89,862	94,323	98,785	103,246
6	80,685	85,391	90,098	94,805	99,511	104,218	108,924
7	85,122	90,088	95,053	100,019	104,984	109,950	114,915
8	89,804	95,043	100,281	105,520	110,758	115,997	121,236
9	94,743	100,270	105,797	111,323	116,850	122,377	127,904

Police Commanders

<i>Grade</i>	Step 1	Step 2	Step 3	Step 4
10	154,246	158,386	162,526	166,667

Deputy Chief

<i>Grade</i>	Minimum	Maximum
11	175,000	192,500

Directors and Senior Managers

<i>Grade</i>	Minimum	Maximum
12	147,348	206,287

Village Manager

<i>Grade</i>	Minimum	Maximum
13	226,003	316,404

Village of Vernon Hills Compensation Plan
FY 2026
May 1, 2025 - April 30, 2026

POSITION LISTING BY GRADE:

Part Time and Seasonal Positions

GRADE P-1

Seasonal Laborer

GRADE P-2

Seasonal Maintenance Worker

GRADE P-3

Administrative Assistant *
Records Clerk

GRADE P-4

Maintenance Worker

GRADE P-5

Dispatcher

GRADE P-6

Secretary to the BOFPC

GRADE P-7

Code Enforcement Officer
Crime Prevention Officer
Investigative Analyst

Administrative and Technical

GRADE 1

Administrative Assistant I
Records Clerk I

GRADE 2

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

GRADE 3

Administrative Assistant III

Supervisors and Advanced Technical

GRADE 4

Executive Secretary

GRADE 5

Building Maintenance II
Public Works Maintenance II

Village of Vernon Hills Compensation Plan

FY 2026

May 1, 2025 - April 30, 2026

POSITION LISTING BY GRADE:

GRADE 6

Mechanic

GRADE 7

Asst to Public Works Director
Building Inspector
Cable Coordinator
Human Resources Specialist
Police Social Worker *
Property Maintenance/Building Inspector *

GRADE 8

Engineering Technician
Building Inspector/Plan Reviewer *
Support Services Manager

GRADE 9

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

Police Commander

GRADE 10

Directors and Senior Managers

GRADE 11

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

GRADE 12

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

Village Manager

GRADE 13

Village Manager

* New positions

** The Village extended the same terms of the Telecommunications side letter agreement (Resolution 2024-021) specifically the updated wages schedule and Stay Benefits to the position of Telecommunications Manager. This position's compensation will follow that agreement and not the pay scales outlined in this Pay Plan.

VILLAGE OF VERNON HILLS

ORDINANCE NO. 2025-048

AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2026

THE 15th DAY OF APRIL 2025

Published in pamphlet form by the Authority of the
President and Board of Trustees of the Village of
Vernon Hills, Lake County, Illinois, this
15th day of April, 2025

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 15, 2025, THE CORPORATE AUTHORITIES OF SUCH MUNICIPALITY PASSED AND APPROVED ORDINANCE NO. 2025-048 AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2026.

THE PAMPHLET FOR ORDINANCE NO. 2025-048 INCLUDING THE ORDINANCE AND A COVER SHEET THEREOF, WAS PREPARED, AND A COPY DATED APRIL 15, 2025 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 15th DAY OF APRIL 2025.



Kevin Timony, Village Clerk



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. 2025-048 AN ORDINANCE ADOPTING THE VILLAGE OF VERNON HILLS EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2026 TO BE POSTED IN THE VILLAGE HALL AS REQUIRED BY LAW FROM APRIL 15, 2025 TO APRIL 29, 2025.



Kevin Timony, Village Clerk

SUBSCRIBED AND SWORN TO BEFORE ME
THIS 15th DAY OF APRIL, 2025



Notary Public

