

Village of Vernon Hills  
P.A. 97-0609  
FY2017-18 Total Compensation

Last Name	First Name	Job Class Description	FY 2017-18		Vehicle Allowance	Clothing Allowance	Bonuses <sup>2</sup>	Vacation	
			Annual Salary <sup>1</sup>	Total Insurance				Days Granted	Sick Days Granted
ALVAREZ	BRUNO	PT DISP	4,374	-	-	350	-	0	0
ATKINSON	MICHAEL	BLDG COM	119,722	16,412	5,760	100	-	20	12
BALLOWE	JAMES	PLANNING & ZONING	600	-	-	-	-	0	0
BELKE	KYLE	POLICE OFFICER	70,246	23,225	-	700	-	10	12
BENNETT	PATRICIA	PT REC CLK	22,819	-	-	350	-	0	0
BERRYHILL	KENNETH	POLICE OFFICER	97,028	17,241	-	700	5,310	20	12
BLACK	RICHARD	POLICE OFFICER	97,028	23,225	-	700	950	25	12
BLAUL	COURTNEY	POLICE OFFICER	97,028	24,800	-	700	4,597	20	12
BLEVINS	CECIL	VAN DRIVER	15,881	-	-	-	-	0	0
BOURDEAU	BRIAN	AST TO FD	83,112	7,719	-	100	-	10	12
BOYD	ADAM	POLICE OFFICER	97,028	16,138	-	700	-	15	12
BRETTMANN	THOMAS	ENG TECH	92,895	22,153	-	325	5,199	25	12
BRITTEN	CHELSEA	POLICE OFFICER	70,246	57	-	700	-	10	12
BROWN	DAVID	PW DIR/ENG	145,211	7,719	5,760	300	700	25	12
BRUMM	KENNETH	PT ELEC IN	22,947	-	-	-	-	0	0
BUHRMESTER	CHRISTOPHER	POLICE OFFICER	79,171	24,800	-	700	-	10	12
BURNS	KELLY	TELECOMMUNICATOR	68,406	8,243	-	350	-	10	12
BYRNE	ROGER	PRESIDENT	15,000	7,719	-	-	-	0	0
CALHOUN	LINDA	PT TEMP	13,103	8,243	-	165	-	0	0
CAMARGO	JOSE	PW MAINTENANCE II	79,204	7,719	-	500	-	20	12
CAREY	JOSEPH	AST VIL MG	126,040	8,243	5,760	100	-	10	12
CASELLI	ROBERT	POLICE OFFICER	97,028	7,815	-	700	-	15	12
CHRISTENSON	KIMBALL	PT CSO	51,715	-	-	350	-	0	0
CIELAK	JEFF	POLICE COMMANDER	121,821	24,800	-	700	1,464	20	12
COTTON	JERI	PLANNING & ZONING	600	-	-	-	-	0	0
CUTRO	BARBARA	PT DISPATCHER	4,374	-	-	350	-	0	0
DAVIES	RICHARD	DEPUTY CHIEF	139,471	23,225	-	700	6,950	25	12
DEANDA	EVELYN	EXEC SEC	78,034	8,243	-	100	600	20	12
DEPAUW	LEANNE	TELECOMMUNICATOR	71,663	16,138	-	350	-	10	12
DULLER	ADAM	TELECOMMUNICATOR	74,920	24,800	-	350	-	15	12
DUNNING	JAMES	IT COORD	101,878	16,138	-	350	500	20	12
EDDY	CARMEN	PT REC CLK	23,576	-	-	350	-	0	0
EGAN	JAMES	PT TEMP	28,652	-	-	165	-	0	0
ERICKSEN	LYNN	TELECOMMUNICATOR	74,920	8,243	-	350	600	20	12
FANELLA	RICHARD	TELECOMMUNICATOR	74,920	17,241	-	350	500	20	12

1. Salary as of May 1, 2017

2. Bonus includes longevity pay and career development (based on January 1 - December 31, 2016)

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			Annual Salary <sup>1</sup>	Total Insurance				Days Granted	Sick Days Granted
FEGER	WARD	POL SGT	110,181	23,225	-	700	950	25	12
FIERROS	IRMA	CSO	69,129	24,800	-	550	-	15	12
FINK	ARTHUR	POLICE OFFICER	97,028	23,225	-	700	1,928	20	12
FISCHBACH	LISA	ADMIN III	71,423	57	-	100	2,155	20	12
FLEISCHHAUER	MARK	POL CHIEF	154,572	17,241	-	700		20	12
FLEISHMAN	MARK	PW MAINTENANCE I	59,584	7,719	-	500		15	12
FONK	ALLAN	CREW LEAD	97,059	16,138	-	500	700	25	12
FOY	REBECCA	POLICE OFFICER	97,028	15,675	-	700	5,310	25	12
GILLESPIE	ANDREW	POLICE OFFICER	97,028	24,800	-	700	5,160	20	12
GILREATH	MARY	ADMIN II	65,236	16,138	-	100	600	20	12
GOROG	MARK	PLANNING & ZONING	600	-	-	-		0	0
GRAMPO	MARY	PT FINANCE	46,357	-	-	100		0	0
GRIEB	TIMOTHY	TRUSTEES	6,000	-	-	-		0	0
HACKER	RICHARD	PLUMB INSP	88,221	24,800	-	300	600	20	12
HANSEN	JOSHUA	PW MAINTENANCE II	79,204	24,800	-	500	4,438	20	12
HANSEN	CARISSA	ADMIN III	71,423	7,719	-	100	600	20	12
HEBDA	CYNTHIA	TRUSTEES	6,000		-	-		0	0
HEIDNER	JAMES	PLANNING & ZONING	900		-	-		0	0
HERNANDEZ	ULISES	POLICE OFFICER	70,246	8,243	-	700		10	12
HEZNER	SCOTT	PLANNING & ZONING	600		-	-		0	0
HILL	DANIEL	POL SGT	100,132	24,800	-	700	5,310	20	12
HOLUBETZ	SHANNON	POL SGT	105,158	24,800	-	700	650	20	12
HOPPE	ANDREA	ADMIN III	71,423	24,800	-	350	4,058	25	12
HORSCH	JAMES	MECHANIC	85,776	17,241	-	500	4,853	25	12
JAMES	KEN	POLICE OFFICER	97,028	23,225	-	700	4,184	20	12
JAMIESON	THAI	TELECOMMUNICATOR	65,149	8,243	-	350		10	12
JOHNSON	BRIAN	PT CODE ENFORCEMENT	26,810		-	100		0	0
JONES	ANDREW	POL SGT	100,132	24,800	-	700	3,205	25	12
JOSEPH	SHARON	POLICE OFFICER	97,028	1,573	-	700	5,310	25	12
KALMAR	JOHN	VILLAGE MANAGER	200,415	153	5,760	100		20	12
KATZENSTEIN	MICHAEL	POLICE OFFICER	97,028	24,800	-	700	5,460	25	12
KIBITLEWSKI	DAVID	TELECOMMUNICATOR	61,892		-	350		10	12
KOCH	JAMES	POLICE OFFICER	97,028	23,225	-	700	2,905	20	12
KOCH	THOMAS	TRUSTEES	6,000		-	-		0	0
KOEHL	ELIZABETH	ADMIN III	71,423	15,675	-	350	1,465	20	12

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			Annual Salary <sup>1</sup>	Total Insurance				Days Granted	Sick Days Granted
KOHNKE	ANTHONY	PW MAINTENANCE II	68,953	23,225	-	500		10	12
KRUEGER	JILL	ADMIN I	49,737	8,243	-	350		10	12
KULIG	MATTHEW	ASST TELECOMM SPVSR	89,589	17,241	-	350	500	20	12
LAAS	LINDSEY	POLICE OFFICER	88,100	15,675	-	700		10	12
LARSON	NICOLE	FIN DIR	134,254	16,138	5,760	100		15	12
LEMMER	HALEY	POLICE OFFICER	74,708	8,243	-	700		15	12
LEVICKI	JAMES	POLICE COMMANDER	128,300	24,800	-	700	800	20	12
LOAR	KENNETH	CREW LEAD	97,059	153	-	500	700	25	12
LOGSDON	JOY	ADMIN III	71,423	24,800	-	350	1,297	20	12
LONERGAN	ROBERT	POLICE OFFICER	97,028	24,800	-	700	950	25	12
LOZANO	SERGIO	PW MAINTENANCE II	79,204	23,225	-	500		20	12
LUNDEEN	MONICA	ADMIN II	65,236	8,286	-	100	2,675	25	12
LYNCH	ROBERT	POLICE OFFICER	97,028	17,241	-	700	950	25	12
LYON	LINDSAY	TELECOMMUNICATOR	58,632	8,243	-	350		10	12
MAIER	KENNETH	POLICE OFFICER	97,028	24,800	-	700	5,460	25	12
MANKE	EDWARD	COMM SPVR	100,116	8,243	-	350	1,250	20	12
MANKE	DEANNA	POLICE OFFICER	97,028	8,243	-	700	800	25	12
MARQUARDT	MICHAEL	PT TEMP	5,996		-	165		0	0
MARQUARDT	MICHAEL	TRUSTEES	6,000		-	-		0	0
MASLOV	STEVEN	ENG TECH	92,895	23,225	-	325	5,199	25	12
MEAD	DANIEL	POLICE OFFICER	97,028	24,800	-	700	5,310	20	12
MORRIS	HAL	PLANNING & ZONING	900		-	-		0	0
MULCRONE	JEFFREY	PLANNING & ZONING	600		-	-		0	0
NEUHAUS	JAMES	TELECOMMUNICATOR	74,920	24,800	-	350	3,911	20	12
NIELSEN	PETER	CREW LEAD	97,059	16,138	-	500	700	25	12
NISKANEN	GERALD	CSO	69,129	23,225	-	550	700	25	12
PAPAK	RYAN	PW MAINTENANCE II	79,204	14,678	-	500	4,438	20	12
PARET	JON	POLICE OFFICER	97,028	24,800	-	700	4,334	25	12
PARSONS	JAMES	TELECOMMUNICATOR	71,663	17,241	-	350		10	12
PAULAUSKY	LONNIE	CSO	69,129	8,243	-	550	3,947	20	12
PETERSEN	JEFF	VAN DRIVER	15,881		-	-		0	0
PETRILLO	JONATHAN	DEPUTY CHIEF	139,471	16,283	-	700	6,950	25	12
REYNA	JOE	POLICE OFFICER	97,028	23,225	-	700	1,928	20	12
RICER	JENNIFER	POLICE OFFICER	97,028	24,800	-	700	2,192	15	12
RIVARD	JOHN	BLDG INSP	80,557	24,800	-	300		10	12

1. Salary as of May 1, 2017

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			Annual Salary <sup>1</sup>	Total Insurance				Days Granted	Sick Days Granted
ROCKWELL	WILLIAM	GIS COORD	101,878	23,225	-	100	2,937	20	12
RODRIGUEZ	SANTOS	POLICE OFFICER	97,028	24,800	-	700	1,928	20	12
ROMAN	DAVID	CSO	69,129	23,225	-	550	700	25	12
SANDOVAL	LISA	PT DISP	4,374		-	350		0	0
SCHROEDER	EUGENE	CREW LEAD	97,059	16,138	-	500	700	25	12
SCHULTZ	JAMES	TRUSTEES	6,000		-	-		0	0
SEVERSEN	STACY	POLICE OFFICER	97,028	15,675	-	700	1,214	20	12
SILLIMAN	SARAH	TELECOMMUNICATOR	74,920	7,719	-	350		15	12
SMITH	DONALD	POLICE OFFICER	97,028	24,800	-	700		15	12
SOTO	SERGIO	PW MAINTENANCE II	79,204	7,719	-	500		20	12
SPENCER	TAD	POLICE OFFICER	97,028	24,800	-	700	3,206	25	12
STORTO	MICHAEL	CABLE CORD	88,221	24,800	-	100	600	25	12
STRAZA	LISA	ADMIN I	54,920	23,225	-	350		10	12
STROKOSCH	STEVEN	PW MAINTENANCE II	79,204	23,225	-	500	600	25	12
SVENDSEN	KRISTEN	ADMIN III	71,423	8,243	-	100		10	12
TASWALA	JAYSHREE	PT FINANCE	33,995		-	100		0	0
TAYLOR	OLGA	TELECOMMUNICATOR	61,892	8,243	-	350		10	12
TELLEZ	EDGAR	PW MAINTENANCE I	53,925	8,243	-	500		10	12
TRAVIS	EUGENE	TELECOMMUNICATOR	74,920	24,800	-	350		15	12
UTTER	VINCENT	POLICE COMMANDER	125,171	15,675	-	700	950	25	12
WILLEMS	JOSEPH	TELECOMMUNICATOR	68,406	23,225	-	350		10	12
WILLIAMS	TODD	POLICE COMMANDER	128,300	24,800	-	700	5,950	25	12
WILLIAMS	BARBARA	TRUSTEES	6,000		-	-		0	0
YAEGER	RYAN	POLICE OFFICER	70,246	23,225	-	700		10	12
ZAGER	CHRIS	MECHANIC	85,776	23,225	-	500	3,715	20	12
ZDZIAREK	DAVID	BLDG MCTII	79,204	24,800	-	500	600	20	12
ZIMMERMAN	PATRICK	POLICE COMMANDER	128,300	15,675	-	700	5,800	25	12

1. Salary as of May 1, 2017

2. Bonus includes longevity pay and career development (based on January 1 - December 31, 2016)

**ORDINANCE 2017-031**

**AN ORDINANCE ADJUSTING THE CURRENT WAGES OF CERTAIN NON-UNION POSITIONS OF THE VILLAGE OF VERNON HILLS**

**WHEREAS**, the Village of Vernon Hills Salary Program lists the corresponding wages that are authorized for certain non-union positions is periodically reviewed to assess the compensation for Village employees; and

**WHEREAS**, the Village Board now desires to amend the Village of Vernon Hills Salary Plan, to include an adjustment equivalent to a 2.5% increase to the wages of certain non-union positions of the Village of Vernon Hills effective May 1, 2017; and

**WHEREAS**, the Village Board has determined that the amended Schedule of the Village of Vernon Hills Pay 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: NON-UNION COMPENSATION:** That the wages of the following positions of the Village of Vernon Hills Pay Plan be adjusted by 2.5% effective May 1, 2017:

- Administrative Assistant I
- Administrative Assistant II
- Building Maintenance Technician I
- Public Works Maintenance Worker I
- Administrative Assistant III
- Payroll/Benefits Specialist III
- Executive Secretary
- Administrative Assistant IV
- Code Enforcement Officer I
- Building Maintenance Technician II
- Public Works Maintenance Worker II
- Mechanic
- Building Inspector
- Code Enforcement Officer II
- Cable Coordinator
- Electrical Inspector
- Plumbing Inspector
- Plan Examiner
- Public Works Crew Leader
- Engineering Technician
- IT Coordinator
- GIS Coordinator
- Records Clerk
- Community Service Officer
- Assistant Telecommunications Supervisor
- Telecommunications Supervisor
- Police Commander
- Part-Time Custodian
- Part-Time Van / Bus Driver
- Part-Time Records Clerk

Part-Time Administrative Assistant III  
Part-Time Dispatcher  
Part-Time Crime Prevention Officer  
Part-Time Code Enforcement Officer  
Part-Time Electrical Inspector

**SECTION 2: SEASONAL EMPLOYEE COMPENSATION:** The Village of Vernon Hills Salary Program shall include the following ranges for Seasonal Employees:

	MINIMUM	MAXIMUM
SEASONAL LABORER	\$10.7625	\$14.3500
SEASONAL MAINTAINANCE WORKER	\$15.3750	\$18.9625

**SECTION 3: VERNON HILLS SALARY PROGRAM:** The Village of Vernon Hills Salary Program, attached to and, by this reference, made a part of this resolution as Exhibit A, shall be , and it is hereby, approved as the Pay Plan for all employees of the Village effective May 1, 2017.

**SECTION 4: ADDITIONS:** The Village of Vernon Hills Salary Program shall include the new positions of Records Clerk/Property Custodian and Accountant, which shall be paid in accordance with Exhibit A.

**SECTION 5: 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 Pay Plan.

**SECTION 6: EFFECTIVE DATE:** This Ordinance shall be in full force and effect from its passage and approval.

**SECTION 7: ORDINANCE NUMBER:** This Ordinance shall be known as Ordinance Number 2017-031.

Dated this 18<sup>th</sup> day of April 2017

Approved by roll call vote as follows:

AYES:  
NAYS:  
ABSTAIN:

\_\_\_\_\_  
Roger L. Byrne, Village President

PASSED:  
APPROVED:  
ATTEST:

\_\_\_\_\_  
John M. Kalmar, Village Clerk

VILLAGE OF VERNON HILLS SALARY PROGRAM FY 2017-18 EFFECTIVE MAY 1, 2017

ADMINISTRATION AND PUBLIC WORKS EMPLOYEES

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3	\$44,553	\$47,151	\$49,737	\$52,330	\$54,920	\$57,514	\$60,110
4	\$48,268	\$51,093	\$53,925	\$56,750	\$59,584	\$62,413	\$65,236
5	\$52,685	\$55,810	\$58,933	\$62,057	\$65,180	\$68,306	\$71,423
6	\$57,561	\$60,970	\$64,384	\$67,797	\$70,798	\$74,624	\$78,034
7	\$58,699	\$62,119	\$65,533	\$68,953	\$72,370	\$75,791	\$79,204
8	\$63,572	\$67,271	\$70,972	\$74,675	\$78,374	\$82,076	\$85,776
9	\$65,236	\$70,131	\$72,897	\$76,728	\$80,557	\$84,390	\$88,221
10	\$67,119	\$72,155	\$75,001	\$78,942	\$82,884	\$86,824	\$90,766
11	\$68,697	\$72,726	\$76,761	\$80,791	\$84,823	\$88,855	\$92,895
12	\$71,603	\$75,847	\$80,087	\$84,334	\$88,576	\$92,821	\$97,059
13	\$75,157	\$79,609	\$84,064	\$88,517	\$92,973	\$97,425	\$101,878

	GR 3	GR 4	GR 5	GR 6	GR 7	GR 8	GR 9	GR 10	GR 11	GR 12	GR 13
ADMIN ASSISTANT I	X										
RECORDS CLERK	X										
ADMIN ASSISTANT II		X									
PW MAINTENANCE I		X									
BLDG MAINTENANCE TECH I		X									
RECORDS CLERK/PROPERTY CUST		X									
ADMIN ASSISTANT III			X								
PAYROLL/BENEFITS SPEC III			X								
EXECUTIVE SECRETARY				X							
ACCOUNTANT				X							
ADMIN ASSISTANT IV					X						
CODE ENFRMNT OFFCR I					X						
PW MAINTENANCE II					X						
BLDG MAINTENANCE TECH II					X						
MECHANIC						X					
BUILDING INSPECTOR							X				
CODE ENFRMNT OFFCR II							X				
CABLE COORDINATOR							X				
ELECTRICAL INSPECTOR							X				
PLUMBING INSPECTOR							X				
PLAN EXAMINER							X				
ENGINEERING TECH									X		
PW CREW LEADER										X	
IT COORDINATOR											X
GIS COORDINATOR											X

OTHER NON-UNION POLICE DEPARTMENT EMPLOYEES

POSITION	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CSO	17	\$51,093	\$54,101	\$57,105	\$60,111	\$63,117	\$66,123	\$69,129
ASST TELECOMMUNICATION SUP	18	\$69,384	\$73,425	\$77,465	\$81,506	\$85,552	\$89,589	\$93,627
TELECOMMUNICATION SUP	19	\$74,197	\$78,514	\$82,835	\$87,156	\$91,480	\$95,803	\$100,116
POLICE COMMANDER	36	\$118,561	\$121,821	\$125,171	\$128,300			

PART-TIME EMPLOYEE HOURLY RATES

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CUSTODIAN	\$17.4709						
VAN / BUS DRIVER	\$18.1494						
PT RECORDS CLERK	\$21.4198	\$22.6688	\$23.9120	\$25.1586	\$26.4039	\$27.6510	\$28.8990
ADMINISTRATIVE ASSISTANT III	\$25.3294	\$26.8318	\$28.3331	\$29.8351	\$31.3365	\$32.8394	\$34.3380
DISPATCHER	\$26.6240	\$28.1885	\$29.7558	\$31.3216	\$32.8875	\$34.4534	\$36.0193
CRIME PREVENTION OFFICER	\$28.2206	\$29.8649	\$31.5063	\$33.1505	\$34.7933	\$36.4380	\$38.0789
CODE ENFORCEMENT OFFICER	\$28.2206	\$29.8649	\$31.5063	\$33.1505	\$34.7933	\$36.4380	\$38.0789
ELECTRICAL INSPECTOR	\$31.3635	\$33.7169	\$35.0466	\$36.8885	\$38.7294	\$40.5721	\$42.4140

SEASONAL EMPLOYEE HOURLY RANGES

	MINIMUM	MAXIMUM
SEASONAL LABORER	\$10.7625	\$14.3500
SEASONAL MAINTENANCE WORKER	\$15.3750	\$18.9625

**ORDINANCE 2017-113**

**AN ORDINANCE AMENDING ORDINANCE 2017-032 TO ADJUST THE CURRENT SENIOR STAFF SALARIES IN THE VILLAGE OF VERNON HILLS PAY PLAN**

**WHEREAS**, the Village of Vernon Hills Pay Plan ("*Pay Plan*") listing the corresponding salary ranges and salaries that are authorized for Senior Staff is periodically reviewed to assess the compensation for Village employees; and

**WHEREAS**, on April 18, 2017 the Village Board approved Ordinance 2017-032, establishing certain ranges for the Senior Staff, which includes the following Pay Plan:

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
Village Manager	\$173,854	\$183,004	\$192,154
Chief of Police	144,960	150,745	156,529
Director of Public Works / Village Engineer	134,849	142,297	149,744
Finance Director	128,749	135,525	142,301
Asst. Vil. Manager/Dir. of Community Dev.	123,593	130,098	136,604
Building Commissioner	109,605	115,374	121,142
Assistant to the Finance Director	72,251	85,095	97,939
Deputy Police Chief	132,000	135,980	139,920

**WHEREAS**, due to recent retirements and appointments of Village Staff, the Village Board desires to update the Pay Plan and Salaries to reflect these changes.

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

**SECTION 1: SENIOR STAFF COMPENSATION:** The Village Board has determined that the Senior Staff salaries will be adjusted as listed below, effective October 6, 2017:

John Kalmar, Village Manager	\$185,569
Patrick Kreis, Chief of Police	150,745
David Brown, Dir. of Public Wks/Vil. Engineer	145,211
Joseph Carey, Asst. Vil. Manager/Dir. of Com. Dev.	126,040
Michael Atkinson, Building Commissioner	119,722
Nikki Larson, Finance Director	134,254
Brian Bourdeau, Assistant to the Finance Director	83,112
Richard Davies, Deputy Police Chief of Administration	139,471
Patrick Zimmerman, Deputy Police Chief of Operations	132,000



**SECTION 2: EFFECTIVE DATE:** This Ordinance shall be in full force and effect from its passage and approval.

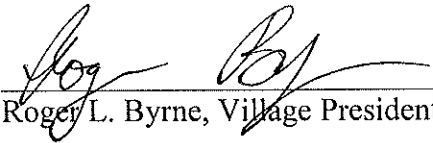
**SECTION 3: ORDINANCE NUMBER:** This Ordinance shall be known as Ordinance Number 2017-113.

Adopted by roll call vote as follows:

AYES: 5 – Koch, Marquardt, Oppenheim, Takaoka, Schultz

NAYS: 0 - None

ABSENT AND NOT VOTING: 1 - Hebda

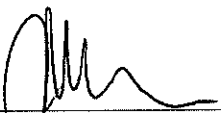
  
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Roger L. Byrne, Village President

PASSED: 10/3/2017

APPROVED: 10/3/2017

PUBLISHED IN PAMPHLET FORM: 10/4/2017

ATTEST:

  
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John Kalmar, Village Clerk