

Village of Vernon Hills  
P.A. 97-0609  
FY2018-19 Total Compensation

Last Name	First Name	Job Class Description	FY 2018-19 Annual Salary <sup>1</sup>	Total Insurance	Vehicle Allowance	Clothing Allowance	Bonuses <sup>2</sup>	Vacation Days Granted	Sick Days Granted
ALVAREZ	BRUNO	PART TIME DISPATCHER	9,647	-	-	350	-	0	0
ATKINSON	MICHAEL	BUILDING COMMISSIONER	122,715	17,223	5,760	100	-	20	12
BALLOWE	JAMES	PLANNING & ZONING COMM	600	-	-	-	-	0	0
BELKE	KYLE	POLICE OFFICER	76,762	192	-	700	-	10	12
BENNETT	PATRICIA	PART TIME RECORDS CLERK	24,717	-	-	350	-	0	0
BERGSCHNEIDER	CASEY	POLICE OFFICER	72,178	8,205	-	700	-	10	12
BERRYHILL	KENNETH	POLICE OFFICER	99,696	17,156	-	700	5,310	20	12
BLACK	RICHARD	POLICE OFFICER	99,696	-	-	700	950	25	12
BLASZCZYK	DAVID	POLICE OFFICER	72,178	8,205	-	700	-	10	12
BLAUL	COURTNEY	POLICE OFFICER	99,696	24,688	-	700	5,160	20	12
BOURDEAU	BRIAN	ASST TO THE FINANCE DIR/TREAS	85,190	7,680	-	100	-	10	12
BOYD	ADAM	POLICE OFFICER	99,696	22,554	-	700	-	15	12
BRETTMANN	THOMAS	ENGINEERING TECHNICIAN	95,217	21,978	-	325	5,199	25	12
BRITTEN	CHELSEA	POLICE OFFICER	76,762	70	-	700	-	10	12
BROWN	DAVID	PUBLIC WKS DIR/VILLAGE ENG	148,841	7,680	5,760	300	700	25	12
BUHRMESTER	CHRISTOPHER	POLICE OFFICER	85,937	24,688	-	700	-	10	12
BURGHART	ETHAN	POLICE OFFICER	72,178	8,205	-	700	-	10	12
BURNS	KELLY	TELECOMMUNICATOR	70,116	8,205	-	350	-	15	12
BYRNE	ROGER	VILLAGE PRESIDENT	15,000	-	-	-	-	0	0
CALHOUN	LINDA	PART TIME TEMPORARY HELP	20,214	-	-	165	-	0	0
CAMARGO	JOSE	PW MAINTENANCE II	81,184	7,680	-	500	-	20	12
CAREY	JOSEPH	ASSISTANT VILLAGE MANAGER	126,040	8,205	5,760	100	-	15	12
CASELLI	ROBERT	POLICE OFFICER	99,696	14,671	-	700	-	15	12
CHRISTENSON	KIMBALL	PART TIME CSO	58,264	-	-	350	-	0	0
CIELAK	JEFF	POLICE COMMANDER	128,300	24,688	-	700	1,464	20	12
COTTON	JERI	PLANNING & ZONING COMM	600	-	-	-	-	0	0
CUTRO	BARBARA	PART TIME DISPATCHER	5,271	-	-	350	-	0	0
DEANDA	EVELYN	EXECUTIVE SECRETARY	79,985	8,205	-	100	600	25	12
DEPAUW	LEANNE	TELECOMMUNICATOR	76,793	16,053	-	350	-	15	12
DULLER	ADAM	TELECOMMUNICATOR	76,793	24,688	-	350	1,200	15	12
DUNNING	JAMES	IT COORDINATOR	104,425	16,053	-	350	600	20	12
EDDY	CARMEN	PART TIME RECORDS CLERK	25,490	-	-	350	-	0	0
ERICKSEN	LYNN	TELECOMMUNICATOR	76,793	8,205	-	350	600	20	12
FANELLA	RICHARD	TELECOMMUNICATOR	76,793	8,205	-	350	500	20	12
FEGER	WARD	POLICE COMMANDER	121,525	23,113	-	700	950	25	12
FIERROS	IRMA	CSO	70,857	24,688	-	550	-	15	12
FINK	ARTHUR	POLICE OFFICER	99,696	23,113	-	700	1,928	25	12

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2. Bonus includes longevity pay and career development (based on January 1 - December 31, 2017)

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FISCHBACH	LISA	ADMINISTRATIVE ASST III	73,209	70	-	100	2,329	20	12
FLEISCHHAUER	MARK	VILLAGE MANAGER	180,000	18,431	6,000	100	-	0	0
FLEISHMAN	MARK	PW MAINTENANCE II	70,677	7,680	-	500	-	15	12
FONK	ALLAN	PW CREW LEADER	99,485	16,053	-	500	700	25	12
FOY	REBECCA	POLICE OFFICER	99,696	15,602	-	700	3,205	25	12
GILLESPIE	ANDREW	POLICE SGT	102,635	24,688	-	700	5,160	20	12
GILREATH	MARY	ADMINISTRATION ASST III	73,209	16,053	-	100	600	20	12
GLEICH	DIANE	ACCOUNTANT	62,494	8,205	-	100	-	10	12
GOROG	MARK	PLANNING & ZONING COMM	600	-	-	-	-	0	0
GRAMPO	MARY	PART TIME FINANCE	47,515	-	-	100	-	0	0
HACKER	RICHARD	PLUMBING INSPECTOR	90,427	1,666	-	300	600	25	12
HANSEN	JOSHUA	PW MAINTENANCE II	81,184	24,688	-	500	4,438	20	12
HANSEN	CARISSA	ADMINISTRATIVE ASST III	73,209	7,680	-	100	600	20	12
HEBDA	CYNTHIA	TRUSTEES	6,000	-	-	-	-	0	0
HEIDNER	JAMES	PLANNING & ZONING COMM	600	-	-	-	-	0	0
HERNANDEZ	ULISES	POLICE OFFICER	76,762	8,205	-	700	-	10	12
HEZNER	SCOTT	PLANNING & ZONING COMM	600	-	-	-	-	0	0
HILL	DANIEL	POLICE SGT	107,787	24,688	-	700	3,055	20	12
HOLUBETZ	SHANNON	POLICE SGT	112,936	24,688	-	700	650	20	12
HOPPE	ANDREA	ADMINISTRATIVE ASST III	73,209	24,688	-	350	3,726	25	12
JAMES	KEN	POLICE OFFICER	99,696	23,113	-	700	4,747	20	12
JAMIESON	THAI	TELECOMMUNICATOR	70,116	8,205	-	350	-	10	12
JOHNSON	BRIAN	PART TIME CODE ENFORCEMENT	0	-	-	100	-	0	0
JONES	BLAKE	PART TIME TEMPORARY HELP	20,215	-	-	165	-	0	0
JONES	ANDREW	POLICE SGT	107,787	24,688	-	700	950	25	12
KATZENSTEIN	MICHAEL	POLICE OFFICER	99,696	24,688	-	700	5,460	25	12
KIBITLEWSKI	DAVID	TELECOMMUNICATOR	66,778	-	-	350	-	10	0
KOCH	THOMAS	TRUSTEES	6,000	-	-	-	-	0	0
KOEHL	ELIZABETH	ADMINISTRATIVE ASST III	73,209	8,261	-	350	1,033	25	12
KREIS	PATRICK	POLICE CHIEF	154,514	24,688	-	700	-	10	12
KRUEGER	JILL	ADMINISTRATION ASST II	58,169	8,205	-	350	-	10	12
KULIG	MATTHEW	ASST TEL COMM SUPERVISOR	95,968	17,156	-	350	600	20	12
LAAS	LINDSEY	POLICE OFFICER	95,107	15,602	-	700	-	15	12
LARSON	NICOLE	FINANCE DIRECTOR	137,610	16,053	5,760	100	-	15	12
LEMMER	HALEY	POLICE OFFICER	81,348	8,205	-	700	-	10	12
LEVICKI	JAMES	POLICE COMMANDER	131,508	24,688	-	700	5,800	20	12
LOAR	KENNETH	PW CREW LEADER	99,485	192	-	500	700	25	12

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LOGSDON	JOY	ADMINISTRATIVE ASST III	73,209	24,688	-	350	2,162	20	12
LONERGAN	ROBERT	POLICE OFFICER	99,696	24,688	-	700	950	25	12
LOZANO	SERGIO	PW MAINTENANCE II	81,184	14,605	-	500	-	20	12
LUNDEEN	MONICA	ADMINISTRATION ASST II	66,867	8,260	-	100	1,490	25	12
LYNCH	ROBERT	POLICE OFFICER	99,696	17,156	-	700	950	25	12
MAIER	KENNETH	POLICE OFFICER	99,696	24,688	-	700	5,460	10	12
MANKE	EDWARD	COMMUNICATION SUPVR	102,619	8,205	-	350	-	20	12
MANKE	DEANNA	POLICE OFFICER	99,696	8,205	-	700	2,350	25	12
MARQUARDT	MICHAEL	PART TIME TEMPORARY HELP	20,215	-	-	165	-	0	0
MARQUARDT	MICHAEL	TRUSTEES	6,000	-	-	-	-	0	0
MASLOV	STEVEN	ENGINEERING TECHNICIAN	95,217	23,113	-	325	5,199	25	12
MEAD	DANIEL	POLICE OFFICER	99,696	24,688	-	700	5,310	20	12
MORRIS	HAL	PLANNING & ZONING COMM	900	-	-	-	-	0	0
MULCRONE	JEFFREY	PLANNING & ZONING COMM	600	-	-	-	-	0	0
NEUHAUS	JAMES	TELECOMMUNICATOR	76,793	24,688	-	350	4,011	20	12
NIELSEN	PETER	PW CREW LEADER	99,485	16,053	-	500	700	25	12
NISKANEN	GERALD	CSO	70,857	23,113	-	550	700	25	12
OPPENHEIM	DAVID	TRUSTEES	6,000	-	-	-	-	0	0
PAPAK	RYAN	PW MAINTENANCE II	81,184	14,605	-	500	4,438	25	12
PARET	JON	POLICE OFFICER	99,696	24,688	-	700	4,334	25	12
PARSONS	JAMES	TELECOMMUNICATOR	76,793	17,156	-	350	-	15	12
PAULAUSKY	LONNIE	CSO	70,857	8,205	-	350	3,947	20	12
PEARSON	KEVIN	PART TIME TEMPORARY HELP	20,215	-	-	165	-	0	0
PETERSEN	JEFF	VAN DRIVER	0	-	-	-	-	0	0
REYNA	JOE	POLICE OFFICER	99,696	23,113	-	700	800	20	12
RICER	JENNIFER	POLICE OFFICER	99,696	24,688	-	700	3,320	20	12
RIVARD	JOHN	BUILDING INSPECTOR	90,427	17,156	-	300	-	15	12
ROCKWELL	WILLIAM	GIS COORDINATOR	104,425	23,113	-	100	4,112	20	12
RODRIGUEZ	NEVA	TELECOMMUNICATOR	56,762	24,688	-	350	-	10	12
RODRIGUEZ	SANTOS	POLICE OFFICER	99,696	15,602	-	700	1,928	20	12
ROMAN	DAVID	CSO	70,857	23,113	-	550	700	25	12
SANDOVAL	LISA	PART TIME DISPATCHER	2,584	-	-	350	-	0	0
SCHROEDER	EUGENE	PW CREW LEADER	99,485	16,053	-	500	700	25	12
SCHULTZ	JAMES	TRUSTEES	6,000	-	-	-	-	0	0
SEVERSEN	STACY	POLICE OFFICER	99,696	15,602	-	700	2,342	20	12
SILLIMAN	SARAH	TELECOMMUNICATOR	76,793	7,680	-	350	-	15	12
SMITH	DONALD	POLICE OFFICER	99,696	24,688	-	700	-	15	12

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SOTO	SERGIO	PW MAINTENANCE II	81,184	7,680	-	500	-	20	12
SOTO	JUAN	PW MAINTENANCE II	67,171	7,680	-	500	-	10	12
SPENCER	TAD	POLICE OFFICER	99,696	24,688	-	700	3,206	25	12
STORTO	MICHAEL	CABLE COORDINATOR	90,427	24,688	-	100	700	25	12
STRAZA	LISA	ADMINISTRATION ASST I	58,952	23,113	-	350	-	15	12
STROKOSCH	STEVEN	PW MAINTENANCE II	81,184	24,688	-	500	700	25	12
SVENDSEN	KRISTEN	ADMINISTRATIVE ASST III	73,209	8,205	-	100	-	15	12
TAKAOKA	CRAIG	TRUSTEES	6,000	-	-	-	-	0	0
TAYLOR	OLGA	TELECOMMUNICATOR	63,439	8,205	-	350	-	10	12
TELLEZ	EDGAR	PW MAINTENANCE II	63,672	8,205	-	500	-	15	12
TRAVIS	EUGENE	TELECOMMUNICATOR	76,793	24,688	-	350	-	15	12
UTTER	VINCENT	POLICE COMMANDER	131,508	15,602	-	700	950	25	12
VACANT		ACCOUNTANT	59,000	25,565	-	100	-	10	12
VACANT		MECHANIC	72,746	24,688	-	500	-	10	12
WILLEMS	JOSEPH	TELECOMMUNICATOR	73,455	23,113	-	350	-	15	12
WILLIAMS	TODD	POLICE COMMANDER	131,508	24,688	-	700	5,950	25	12
YAEGER	RYAN	POLICE OFFICER	76,762	8,205	-	700	-	10	12
ZAGER	CHRIS	MECHANIC	87,920	23,113	-	500	3,715	20	12
ZDZIAREK	DAVID	BUILDING MAINTENANCE TECH II	81,184	24,688	-	500	600	20	12
ZIMMERMAN	PATRICK	DEPUTY CHIEF A	141,867	15,602	-	700	7,450	25	12

1. Salary as of May 1, 2018

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**ORDINANCE 2018-048**

**AN ORDINANCE 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*”) lists the corresponding salary ranges and salaries that are authorized for Senior Staff is periodically reviewed to assess the compensation for Village employees; and

**WHEREAS**, the Village Board desires to establish certain ranges for the Senior Staff, which includes the following Pay Plan:

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
Village Manager	\$175,593	\$184,834	\$194,076
Chief of Police	147,859	153,760	160,442
Director of Public Works /Village Engineer	137,546	145,143	152,739
Finance Director	132,611	139,591	146,570
Asst. Vil. Manager/Dir. of Community Dev.	124,829	131,399	137,970
Building Commissioner	110,701	117,436	124,171
Assistant to the Finance Director	72,974	85,946	98,918
Deputy Police Chief	136,422	141,867	145,413

**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 May 1, 2018:

Mark Fleischhauer, Interim Village Manager*	\$180,000
Patrick Kreis, Chief of Police	154,514
David Brown, Dir. of Public Wks/Vil. Engineer	148,841
Joseph Carey, Asst. Vil. Manager/Dir. of Com. Dev.	129,191
Michael Atkinson, Building Commissioner	122,715
Nikki Larson, Finance Director	137,610
Brian Bourdeau, Assistant to the Finance Director	85,190
Patrick Zimmerman, Deputy Police Chief of Operations	141,867

\* \$15,000 per month per contract

**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 2018-048.

Dated this 17<sup>th</sup> day of April 2018

Adopted by roll call votes as follows:

AYES:

NAYS:

ABSTAIN:

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Roger L. Byrne  
Village President

PASSED:

APPROVED:

ATTEST:

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Mark Fleischhauer  
Village Clerk

**ORDINANCE 2018-049**

**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 and 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, 2018; 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, 2018:

- 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  
Accountant

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

	MINIMUM	MAXIMUM
SEASONAL LABORER	\$11.0316	\$14.7088
SEASONAL MAINTAINANCE WORKER	\$15.7594	\$19.4366

**SECTION 3: VERNON HILLS SALARY PROGRAM:** The Village of Vernon Hills Salary Program, attached to and, by this reference, made a part of this ordinance as Exhibit A, shall be , and it is hereby, approved as the Pay Plan for all employees of the Village effective May 1, 2018.

**SECTION 4: 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 5: EFFECTIVE DATE:** This Ordinance shall be in full force and effect from its passage and approval.

**SECTION 6: ORDINANCE NUMBER:** This Ordinance shall be known as Ordinance Number 2018-049.

Dated this 1st day of May 2018

Adopted by roll call votes as follows:

AYES:

NAYS:

ABSENT AND NOT VOTING:

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Roger L. Byrne  
Village President

PASSED:

APPROVED:

ATTEST:

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Mark Fleischhauer, Village Clerk



VILLAGE OF VERNON HILLS SALARY PROGRAM FY 2018-19 EFFECTIVE MAY 1, 2018

ADMINISTRATION AND PUBLIC WORKS EMPLOYEES

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3	\$45,667	\$48,330	\$50,980	\$53,638	\$56,293	\$58,952	\$61,613
4	\$49,475	\$52,370	\$55,273	\$58,169	\$61,074	\$63,973	\$66,867
5	\$54,002	\$57,205	\$60,406	\$63,608	\$66,810	\$70,014	\$73,209
6	\$59,000	\$62,494	\$65,994	\$69,492	\$72,992	\$76,490	\$79,985
7	\$60,166	\$63,672	\$67,171	\$70,677	\$74,179	\$77,686	\$81,184
8	\$65,161	\$68,953	\$72,746	\$76,542	\$80,333	\$84,128	\$87,920
9	\$66,867	\$71,884	\$74,719	\$78,646	\$82,571	\$86,500	\$90,427
10	\$68,797	\$73,959	\$76,876	\$80,916	\$84,956	\$88,995	\$93,035
11	\$70,414	\$74,544	\$78,680	\$82,811	\$86,944	\$91,076	\$95,217
12	\$73,393	\$77,743	\$82,089	\$86,442	\$90,790	\$95,142	\$99,485
13	\$77,036	\$81,599	\$86,166	\$90,730	\$95,297	\$99,861	\$104,425

	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	\$52,370	\$55,454	\$58,533	\$61,614	\$64,695	\$67,776	\$70,857
ASST TELECOMMUNICATION SUP	18	\$71,119	\$75,261	\$79,402	\$83,544	\$87,691	\$91,829	\$95,968
TELECOMMUNICATION SUP	19	\$76,052	\$80,477	\$84,906	\$89,335	\$93,767	\$98,198	\$102,619
POLICE COMMANDER	36	\$121,525	\$124,867	\$128,300	\$131,508			

PART-TIME EMPLOYEE HOURLY RATES

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CUSTODIAN	\$17.9077						
VAN / BUS DRIVER	\$18.6031						
PT RECORDS CLERK	\$21.9553	\$23.2356	\$24.5096	\$25.7875	\$27.0640	\$28.3423	\$29.6216
ADMINISTRATIVE ASSISTANT III	\$25.9625	\$27.5024	\$29.0414	\$30.5808	\$32.1203	\$33.6606	\$35.1966
DISPATCHER	\$27.2894	\$28.8933	\$30.4995	\$32.1048	\$33.7096	\$35.3149	\$36.9198
CRIME PREVENTION OFFICER	\$28.9260	\$30.6115	\$32.2938	\$33.9794	\$35.6630	\$37.3490	\$39.0308
CODE ENFORCEMENT OFFICER	\$28.9260	\$30.6115	\$32.2938	\$33.9794	\$35.6630	\$37.3490	\$39.0308
ELECTRICAL INSPECTOR	\$32.1476	\$34.5596	\$35.9226	\$37.8106	\$39.6976	\$41.5865	\$43.4745

SEASONAL EMPLOYEE HOURLY RANGES

	MINIMUM	MAXIMUM
SEASONAL LABORER	\$11.0316	\$14.7088
SEASONAL MAINTENANCE WORKER	\$15.7594	\$19.4366