

RESOLUTION 15-76

A RESOLUTION ESTABLISHING SALARY RANGES

WHEREAS, the provision of municipal services requires a competent, dedicated and motivated staff, and

WHEREAS, attracting and keeping such staff members requires the Village to pay salaries that are competitive, and

WHEREAS, such salaries should also be reasonable, given the fact that they are paid from public funds and that the Village Board, as a fiduciary of those funds, owes the taxpaying public a strict duty of care in setting them, and

WHEREAS, in conformance with those duties, the Village Board initiated a review of salaries paid in comparable municipalities in Lake County, which yielded a spreadsheet from which a salary range matrix was derived, and the same is attached hereto as Exhibit "A", and

WHEREAS, the said spreadsheet is specifically found to be a reasonable and fair range of salaries which should be adopted by the Village Board, and which is further found to establish salaries which are adequate to attract, motivate and keep qualified staff members, while still service to properly guard the public treasury by keeping them within reasonable limits,, and

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE MAYOR AND VILLAGE BOARD OF TRUSTEES OF THE VILLAGE OF ANTIOCH, LAKE COUNTY, ILLINOIS, as follows:

Section One: The salary range spreadsheet attached as Exhibit "A" hereto is adopted.

Section Two: The Administrator is directed to take such action as may be necessary or helpful to match existing employees into that spreadsheet, and to adjust their pay accordingly, placing all employees at the lowest range of the spreadsheet initially, but not less than their current salaries.

Section Three: No other salary adjustments of any kind are authorized by this resolution.

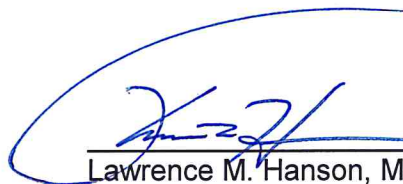
Section Four: This resolution shall take effect immediately upon passage and publication as provided for by law.

ADOPTED AND APPROVED: by the Mayor and Village Board of Trustees of the Village of Antioch, Lake County, Illinois, and this 21st day of September, 2015.

AYES: 4: Poulos, Dominiak, Johnson and Mayor Hanson.

NAYS: 3: Macek, Jozwiak and Pierce.

ABSENT: 0.


Lawrence M. Hanson, Mayor

ATTEST:


Lori K. Folbrick, Village Clerk



Village of Antioch							
FY2016 Authorized Positions & Salary Ranges							
		Hourly			Annual		
		<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	<u>Executive III</u>	60.10	69.12	79.30	125,008	143,759	164,946
	Village Administrator						
	<u>Executive II</u>	47.15	54.22	62.21	98,072	112,783	129,404
Vacant	Assistant Village Administrator						
	Director of Finance						
	Director of Public Works						
	Fire Chief						
	Police Chief						
	<u>Executive I</u>	39.49	45.42	52.11	82,148	94,471	108,393
	Director of Parks						
	Director of Community Dev						
	Deputy Chief of Police						
	<u>Professional III</u>	38.72	44.53	51.09	80,538	92,618	106,268
	Commander						
Vacant	Engineer						
Vacant	IT Coordinator						
	<u>Professional II</u>	30.29	34.83	39.97	63,003	72,454	83,131
	Assistant Finance Director						
Vacant	Economic Development Coordinator						
	Emergency Management Co-Coordinator						
	GIS Coordinator						
Vacant	HR Coordinator						
	Village Clerk						
	<u>Professional I</u>	24.25	27.89	32.00	50,440	58,006	66,555
Vacant	Code Enforcement Officer						
Vacant	Engineer Technician						
	Building Inspector						
	Public Safety Inspector						
	<u>Administrative II</u>	21.00	24.15	27.71	43,680	50,232	57,635
Vacant	Accounting Clerk II						
	A/P Clerk						
	PW - Administrative Assistant						
	Recreation Program Supervisor						
	Senior Center Director						
	Utility Billing Clerk						

FY2016 Authorized Positions & Salary Ranges		Hourly			Annual		
		Min	Mid	Max	Min	Mid	Max
	<u>Administrative I</u>	15.00	17.25	19.79	31,200	35,880	41,168
	Police Records Clerk						
	Permits Coordinator						
	Special Events Co-coordinator						
	Accounting Clerk I						
	Cashier/Receptionist						
	Community Service Officer						
Vacant	Office Clerk I						
Vacant	Asst. Permits Coordinator						
	Office Clerk - PT						
	Police Records Clerk I PT						
	Administrative Assistant PT						
	<u>Teachers</u>	10.66	12.26	14.07	6,396	7,355	8,439
	Camp Crayon Lead Instructor						
	Camp Crayon Instructor						
	Camp Crayon Sub						
	<u>Custodial</u>	10.66	12.26	14.07	6,396	7,355	8,439
	Facilities Maintenance Worker - PT						
	<u>PW Supervisor II</u>	34.00	39.10	44.86	70,720	81,328	93,314
	Supervisor - Water Operations						
	Supervisor - WWTP						
	<u>PW Supervisor I</u>	25.54	29.37	33.70	53,119	61,087	70,090
	Sup - Public Works Maint						
	<u>PW Class 2</u>	21.18	24.36	27.95	44,054	50,663	58,129
Vacant	Mechanic II						
	PW Maintenance Worker II						
	Water Operator II						
	WWTF Operator II						
	<u>PW Class 1</u>	18.00	20.70	23.75	37,440	43,056	49,401
	Mechanic I						
	PW Maintenance Worker I						
	WWTF Operator I						