

RESOLUTION 19-26

A RESOLUTION ESTABLISHING SALARY RANGES AND WAGE PLAN IMPLEMENTATION

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: Initial placement on the spreadsheet and subsequent increases shall be based on performance reviews, including all supervisory personnel.

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

Section Four: The titles of positions and accompanying job descriptions attached as Exhibit "A" hereto is adopted.

Section Five: 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 13th day of May, 2019.

AYES: 5: Pierce, Macek, Yost, Dominiak and Poulos.

NAYS: 0.

ABSENT: 1: Johnson.


Lawrence M. Hanson, Mayor

ATTEST:


Lori K. Romine, Village Clerk



EXHIBIT A

AUTHORIZED POSITION & SALARY RANGES - MAY 1, 2019

GRADE	Position	Ranges			Midpoint Growth	Range Spread
		Minimum	Midpoint	Maximum		
1	Village Administrator	61.60	73.92	86.24	20%	40%
2	Finance Director Police Chief	49.06	58.87	68.68	20%	40%
3	Deputy Police Chief Public Works Director	43.55	52.26	60.97	20%	40%
4	Police Commander Community Development Director	40.23	48.27	56.32	20%	40%
5	Assistant Finance Director	36.91	44.29	51.67	20%	40%
6	Parks & Recreation Director Village Clerk/HR Manager	32.99	39.59	46.19	20%	40%
7	GIS Manager IT Manager	29.07	34.88	40.70	20%	40%
8	Building Inspector Senior Center Manager PD Records Manager/Command Staff Support Parks & Rec. Program Manager	23.24	27.89	32.54	20%	40%
9	A/P Clerk PW Sr. Administrative Assistant Sr. Admin Asst to Village Administrator Utility Billing Clerk	21.13	25.35	29.58	20%	40%
10	Accounting Clerk Deputy Village Clerk Permits Coordinator Police Records Clerk Special Events Coordinator	17.94	21.52	25.11	20%	40%
11	Community Service Officer - PT Parks & Rec Admin Assistant Cashier/Receptionist Office Clerk - PT	15.00	18.00	21.00	20%	40%
12	Special Events Assistant - Seasonal	11.00	12.25	13.50	11%	23%
13	Office Help Lawn Maintenance Worker - Seasonal	9.00	9.50	10.25	6%	14%

GRADE	Position	Minimum	Midpoint	Maximum	Midpoint Growth	Range Spread
PR1	Day Camp Director Preschool Lead Teachers	14.00	15.25	16.50	9%	18%
PR2	Pool Manager	13.00	13.50	14.25	4%	10%
PR3	Day Camp Head Counselor Preschool Teacher Assistant Preschool Sub	11.50	12.75	14.00	11%	22%
PR4	Day Camp Counselor Certified Pool Worker	10.00	10.50	11.25	5%	13%
PR5	Non-Certified Pool Worker	9.00	9.50	10.25	6%	14%
PW1	WWTP Supervisor Water Supervisor	33.50	40.21	46.91	20%	40%
PW2	Maintenance Supervisor	29.34	35.21	41.19	20%	40%
PW3	WWTP Operator II	24.56	29.47	34.48	20%	40%
PW4	PW Maintenance Worker II Water Operator II PT Water Operator II	22.95	27.54	32.13	20%	40%
PW5	PW Maintenance Worker - PT WWTP Operator	19.58	23.50	27.41	20%	40%
PW6	Facilities Maintenance Worker - PT	11.54	13.85	16.16	20%	40%