



**VILLAGE OF LINDENHURST**  
**Regular Village Board Meeting Agenda**  
**Monday, November 24, 2025**  
**7:00 p.m.**

- I. Call to Order
- II. Pledge of Allegiance
- III. Approval of the Minutes from the Regular Village Board Meeting of November 10, 2025
- IV. Bills Presented for Payment
- V. Board and Staff Reports
  - a. Recognition of Service – Retirement of Cmdr. Eric Senica
- VI. Public Comment on Agenda Items
- VII. New Business
  - a. Discussion and Direction: 2025 Classification and Compensation Study Results Completed by MGT, Inc.
  - b. Approval: Intergovernmental Agreement between the Village of Lindenhurst and the Lake Villa Fire Protection District for Shared Consultant Services Related to the Space Needs Assessment Analysis
  - c. Approval: Easement Agreement with Lake County Forest Preserve District for the Rose Tree Stormwater Outfall Repair Project
- VIII. Public Comment
- IX. Executive Session
- X. Adjournment

**Rules for Public Comment:** The Village of Lindenhurst welcomes comments from the public during the designated sections of the Village Board meeting. We ask that you keep your comments respectful, civil, and constructive to matters of public policy. Those wishing to comment will be limited to three (3) minutes per person and the total time allotted for public comment will be thirty (30) minutes. The Chair will recognize speakers and may deny someone who has previously addressed the Board an additional opportunity to speak. (VOL Village Code §30.22)



**VILLAGE OF LINDENHURST  
Regular Village Board Meeting Minutes  
November 10, 2025  
7:00pm**

- I. Call to Order
  - a. Mayor Marturano called the Regular Village Board Meeting to order at 7:00pm.
- II. Roll Call
  - a. Present were Mayor Dominic Marturano, Trustees Pat Dickson, Pat Dunham, Dawn Suchy, Heath Rosten, and Ron Grace.
  - b. Absent was Trustee Patty Chybowski.
  - c. Also in attendance were Village Administrator Clay Johnson, Police Chief Melinda Linas, Superintendent of Public Works Charles Hernandez, Assistant to the Village Administrator Karleen Long, and Village Clerk Melissa Forsberg.
- III. Pledge of Allegiance
- IV. Approval of Minutes
  - a. Minutes from the Regular Village Board Meeting of October 27, 2025 were presented for approval.
  - b. Trustee Suchy made a motion, seconded by Trustee Dunham, to approve the minutes from the Regular Village Board Meeting of October 27, 2025 as presented.
    - i. Voice Vote  
Aye - 5  
Nay - 0  
Abstain - 0  
Motion carried.
- V. Treasurer's Report
  - a. Trustee Dunham read the Treasurer's Report for October 2025. The total for all accounts on October 31, 2025 was \$18,268,423.43.
  - b. Trustee Dunham made a motion, seconded by Trustee Dickson, to approve the Treasurer's Report for October 2025 as read.
    - i. Roll Call  
Aye – 5 Trustees Dickson, Dunham, Suchy, Rosten, Grace  
Nay – 0  
Motion carried.

VI. Bills Presented for Payment

- a. Trustee Dunham made a motion, seconded by Trustee Grace, to approve the first set of bills for the month of November presented for payment in the amount of \$985,786.81 for invoices due on or before November 10, 2025.
  - i. Roll Call  
Aye – 5 Trustees Dickson, Dunham, Suchy, Rosten, Grace  
Nay – 0  
Motion carried.

VII. Board & Staff Reports

- a. Trustee Dunham discussed the following:
  - i. Will attend the Spectrum Academy Veteran's Day ceremony.
  - ii. Village of Lindenhurst Veteran's Day ceremony will be on November 11 at 11:00am in the Public Works garage. Sharon Wick, founding partner of the Quilts of Valor Sewing Circle, will be the speaker. Two quilts will be presented to veterans.
  - iii. Expressed his appreciation to those who helped with the ERIN clean-up.
- b. Trustee Grace expressed his gratitude to all the Village employees and their families who helped with the recent ERIN clean-up.
- c. Mayor Marturano announced the following:
  - i. Attended the Lindenhurst Park District, Lewis Park Grand Opening.
  - ii. Attended the Lake County Municipal League seminar on Emergency Readiness/Preparedness. Approximately 40 municipalities attended.
  - iii. Attended the annual Chamber of Commerce Mayor's Meeting.
  - iv. Metropolitan Mayor's Legislative Committee is discussing the following:
    - (1) E-Scooters should be governed under local ordinance.
    - (2) E-Bikes will be discussed with legislators in the spring session to better define "e-bike".
- d. Village Administrator Clay Johnson reported we have been asked by the Metropolitan Mayor's Caucus to participate in the "Homes for a Changing Region" initiative.
- e. Police Chief Melinda Linas spoke about the following:
  - i. Lake County Chief's Association and Illinois Chief's Association has also been discussing the state laws pertaining to e-bikes. They are waiting for information and guidance with the spring session.
  - ii. Will attend the Lake County Chief of Police Veteran's Day breakfast prior to attending the Lindenhurst ceremony.
  - iii. Thank you to those that attended the ERIN clean-up, and those that helped residents shovel snow.
  - iv. Attended the trunk-or-treat at Allendale, as well as passed out candy to the children and spoke with residents and families in Lindenhurst on Halloween.
  - v. Attended the Illinois Law Enforcement Training and Standards Board 4-day training session for new Police Chiefs.

- f. Superintendent of Public Works Charles Hernandez discussed the following:
  - i. No major issues with our first snow event of the season.
  - ii. Zach Turner has passed his exam and is now an Arborist on staff.
  - iii. The Lake Shore Drive project is moving forward.

VIII. Public Comment on Agenda Items

- a. None.

IX. New Business

- a. Presentation and Possible Action: 2024-2025 Financial Audit
  - i. A representative of Lauderbach and Amen LLP reported on the outcome of the Village financial audit for fiscal year 2024-2025.
  - ii. No material defects or other issues were found by the auditors
  - iii. Trustee Dunham made a motion, seconded by Trustee Suchy to accept the FY 2024-2025 Financial Audit and place the document on file with the Village Clerk.
    - (1) Roll Call  
Aye - 5 Trustees Dickson, Dunham, Suchy, Rosten, Grace  
Nay - 0  
Motion carried.
- b. Approval: 2026 Liability Insurance Renewal
  - i. In order to receive the best rates and coverages, our current insurance coverages were “shopped” within the major carriers. Our options for non-workers compensation related premiums are as follows:
    - (1) Remain with our current carrier, HCC. This entails a 2.6% increase without any major changes to coverage limits or deductibles.
    - (2) Transition to Travelers Insurance, which would involve a lower increase of 1.2%, while offering lower deductibles on property loss, bodily injury, law enforcement liability, and automotive coverages.
  - ii. Our Workers Compensation coverage encompass the majority of our increase.
  - iii. Trustee Suchy made a motion, seconded by Trustee Grace to approve the 2026 liability insurance renewal, including a change of property carriers to Travelers Insurance.
    - (1) Roll Call  
Aye - 5 Trustees Dickson, Dunham, Suchy, Rosten, Grace  
Nay - 0  
Motion carried.
- c. Approval: 2025 Property Tax Levy Determination
  - i. The Village must adopt a property tax levy each year. The levy adopted in 2025 will result in property tax receipts for the Village in the year 2026 during FY 2026/2027.
  - ii. Funds supported by the property tax levy were reviewed and financial projections prepared. Following the discussion on November 2, 2025, the Finance Committee unanimously recommended to the Village Board, adopting a \$1,419,910 property tax levy.

iii. Trustee Dunham made a motion, seconded by Trustee Dickson to approve the determination for the 2025 property tax levy in the amount of \$1,419,910 and authorize the tax levy ordinance to be prepared.

(1) Roll Call

Aye - 5 Trustees Dickson, Dunham, Suchy, Rosten, Grace

Nay - 0

Motion carried.

d. Discussion and Direction: America 250 Planning

i. Assistant to the Village Administrator, Karleen Long, provided an update on proposed events. Activities to include:

(1) Patriotic/Americana Themed Concert

(2) Commemorative Art Banner Contest

(3) America Themed House Decorating Contest

(4) Commemorative Art/Banners with America-Themed Designs

(5) Group Photo of Residents Surrounding Flag

(6) Resident Profiles

X. Public Comment

a. None.

XI. Executive Session

a. None.

XII. Adjournment

a. Trustee Suchy made a motion, seconded by Trustee Grace to adjourn the meeting.

i. Voice Vote

Aye - 5

Nay - 0

Motion carried.

ii. The meeting was adjourned at 8:01pm.

Date approved \_\_\_\_\_

\_\_\_\_\_  
Dominic Marturano, Mayor

\_\_\_\_\_  
Melissa Forsberg, Village Clerk

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: 5 STAR FIREARMS</b>					
GENERAL FUND	POLICE	RANGE TRAINING	RANGE TRAINING	200.00	M
			Vendor Total:	<u>200.00</u>	
<b>Vendor Name: ACE HARDWARE</b>					
GENERAL FUND	PUBLIC WORKS	POWER CORDS	POWER CORDS	187.95	DM
GENERAL FUND	PUBLIC WORKS	SPRAY NOZZLE	SPRAY NOZZLE	19.98	DM
GENERAL FUND	PUBLIC WORKS	DUCT TAPE	DUCT TAPE	6.99	DM
GENERAL FUND	PUBLIC WORKS	GRILL UTENSILS	GRILL UTENSILS	7.99	DM
GENERAL FUND	PUBLIC WORKS	EXTERIOR SEALANT	EXTERIOR SEALANT	55.93	DM
SHOP WITH A COP FUND 25	POLICE	ERIN FALL CLEAN UP	ERIN FALL CLEAN UP	11.96	DM
			Vendor Total:	<u>290.80</u>	
<b>Vendor Name: AEP ENERGY</b>					
GENERAL FUND	PUBLIC WORKS	ELECTRIC SERVICE STREET LIGHTS - 0	ELECTRIC SERVICE STREET LIGHTS - 0	8,112.29	M
			Vendor Total:	<u>8,112.29</u>	
<b>Vendor Name: ANCEL GLINK, P.C.</b>					
GENERAL FUND	ADMINISTRATION	ADMIN LEGAL	ADMIN LEGAL	5,932.50	DM
GENERAL FUND	ADMINISTRATION	ADMIN LEGAL	ADMIN LEGAL	4,575.50	DM
MISCELLANEOUS ESCROW 24		ESCROW - GOOD HARBOR	ESCROW - GOOD HARBOR	1,170.00	DM
MISCELLANEOUS ESCROW 24		ESCROW - LINDENSTONE	ESCROW - LINDENSTONE	78.00	DM
MISCELLANEOUS ESCROW 24		ESCROW - LINDENSTONE	ESCROW - LINDENSTONE	1,924.00	DM
MISCELLANEOUS ESCROW 24		ESCROW - LINDENHURST CENTER	ESCROW - LINDENHURST CENTER	460.50	DM
GRAND AVENUE TIF FUND	ADMINISTRATION	ADMIN LEGAL	ADMIN LEGAL	1,024.00	DM
GRAND AVENUE TIF FUND	ADMINISTRATION	ADMIN LEGAL	ADMIN LEGAL	2,910.00	DM
			Vendor Total:	<u>18,074.50</u>	
<b>Vendor Name: AQUA POOL &amp; SPA PROS</b>					
GENERAL FUND	BUILDING & GROUNDS	VETERAN'S MEMORIAL MAINTENANCE	VETERAN'S MEMORIAL MAINTENANCE	575.00	M
			Vendor Total:	<u>575.00</u>	
<b>Vendor Name: AWARDS BY KAYDAN</b>					
GENERAL FUND	ADMINISTRATION	2025 CITIZEN'S ACADEMY WALL PLAQU	2025 CITIZEN'S ACADEMY WALL PLAQU	10.00	M
GENERAL FUND	ADMINISTRATION	RETIREMENT AWARD - SENICA & ANNIV	RETIREMENT AWARD - SENICA & ANNIV	129.00	M
			Vendor Total:	<u>139.00</u>	
<b>Vendor Name: BAXTER &amp; WOODMAN, INC</b>					
GENERAL FUND	ENGINEERING & BUILDING	MISC. ENGINEERING - LIBRARY	MISC. ENGINEERING - LIBRARY	1,201.00	DM
COMMUNITY CAPITAL	ADMINISTRATION	MISC. WDO & STORMWATER ASSISTANCE	MISC. WDO & STORMWATER ASSISTANCE	259.00	DM
MISCELLANEOUS ESCROW 24		ESCROW - LENNAR	ESCROW - LENNAR	237.50	DM
MISCELLANEOUS ESCROW 24		ESCROW - BRIARGATE	ESCROW - BRIARGATE	198.50	DM
			Vendor Total:	<u>1,896.00</u>	
<b>Vendor Name: BEHM ENTERPRISES, INC.</b>					
COMMUNITY CAPITAL	ADMINISTRATION	2060 GRASS LAKE - STORMWATER REPAI	2060 GRASS LAKE - STORMWATER REPAI	1,695.00	M
COMMUNITY CAPITAL	ADMINISTRATION	421 RED ROCK - STORMWATER REPAIR	421 RED ROCK - STORMWATER REPAIR	2,850.00	M
			Vendor Total:	<u>4,545.00</u>	
<b>Vendor Name: CINTAS</b>					
GENERAL FUND	BUILDING & GROUNDS	MATS FOR VH	MATS FOR VH	28.60	M
GENERAL FUND	POLICE	FIRST AID REFILL - PD	FIRST AID REFILL - PD	51.51	M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	29.88	M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	29.88	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: CINTAS</b>					
GENERAL FUND	PUBLIC WORKS	FIRST AID REFILL - PW	FIRST AID REFILL - PW	13.92	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	44.81	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	44.81	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FIRST AID REFILL - PW	FIRST AID REFILL - PW	20.89	M
Vendor Total:				264.30	
<b>Vendor Name: COMPLETE OFFICE OF WISCONSIN</b>					
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	7.40	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	2.85	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	5.62	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	2.93	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	2.32	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	3.88	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	29.58	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	11.37	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	22.49	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	11.69	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	9.30	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	15.51	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	7.40	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	2.85	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	5.62	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	2.93	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	2.32	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	3.88	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	29.59	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	11.38	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	22.48	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	11.70	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	9.29	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	15.51	DM
Vendor Total:				249.89	
<b>Vendor Name: DANIEL BEUCHER</b>					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CDL REIMBURSEMENT	CDL REIMBURSEMENT	75.48	M
Vendor Total:				75.48	
<b>Vendor Name: DAVE'S TRANSMISSION, INC.</b>					
GENERAL FUND	PUBLIC WORKS	CONTRACT VEHICLE REPAIRS	#40 HYDRAULIC HOSE & FLUID	894.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT VEHICLE REPAIRS	#40 HYDRAULIC HOSE & FLUID	596.00	M
Vendor Total:				1,490.00	
<b>Vendor Name: DE LAGE LANDEN FIN SERVICES, INC.</b>					
IT FUND		MONTHLY SERVICE AGREEMENT - SHARP	MONTHLY SERVICE AGREEMENT - SHARP	141.12	DM
Vendor Total:				141.12	
<b>Vendor Name: DEKIND COMPUTER CONSULTANTS</b>					
IT FUND		CYBER SECURITY TRAINING - OCTOBER	CYBER SECURITY TRAINING - OCTOBER	884.50	DM
Vendor Total:				884.50	
<b>Vendor Name: GEARY ELECTRIC, INC</b>					
GENERAL FUND	PUBLIC WORKS	679 BRIDGEPORT TERRACE STREET LIGH	679 BRIDGEPORT TERRACE STREET LIGH	1,011.25	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: GEARY ELECTRIC, INC</b>					
COMMUNITY CAPITAL	ADMINISTRATION	SALT BARN DOOR ELECTRIC	SALT BARN DOOR ELECTRIC	2,284.88	M
				<u>Vendor Total:</u>	
				3,296.13	
<b>Vendor Name: GEWALT HAMILTON ASSOCIATES, INC</b>					
GENERAL FUND	ENGINEERING & BUILDING	GENERAL ENGINEERING & GIS DATA & A	GENERAL ENGINEERING & GIS DATA & A	679.25	DM
				<u>Vendor Total:</u>	
				679.25	
<b>Vendor Name: GRAINGER, INC.</b>					
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE TANK PIPING	SALT BRINE TANK PIPING	445.27	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE TANK PIPING	SALT BRINE TANK PIPING	1,082.64	DM
				<u>Vendor Total:</u>	
				1,527.91	
<b>Vendor Name: ILLINOIS PUBLIC RISK FUND</b>					
LIABILITY INSURANCE 14	ADMINISTRATION	JANUARY 2026 WORKERS COMP	JANUARY 2026 WORKERS COMP	6,192.20	M
REFUSE & RECYCLING 30		JANUARY 2026 WORKERS COMP	JANUARY 2026 WORKERS COMP	442.30	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	JANUARY 2026 WORKERS COMP	JANUARY 2026 WORKERS COMP	2,211.50	M
				<u>Vendor Total:</u>	
				8,846.00	
<b>Vendor Name: J.G. UNIFORMS, INC</b>					
GENERAL FUND	POLICE	BODY ARMOR - SPLITT	BODY ARMOR - SPLITT	995.00	M
				<u>Vendor Total:</u>	
				995.00	
<b>Vendor Name: JAY R'S STEEL &amp; WELDING, INC.</b>					
UTILITY FUND 60	SEWER	CLAIFIER 1 REPAIR	CLAIFIER 1 REPAIR	390.00	M
				<u>Vendor Total:</u>	
				390.00	
<b>Vendor Name: JOHNSON CONTROLS SECURITY SOLUTIONS</b>					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FIRE ALARM MONITORING	FIRE ALARM MONITORING	44.72	DM
				<u>Vendor Total:</u>	
				44.72	
<b>Vendor Name: LAKE COUNTY DOOR COMPANY</b>					
GENERAL FUND	POLICE	SALLY PORT DOOR REPAIRS	SALLY PORT DOOR REPAIRS	1,007.80	M
				<u>Vendor Total:</u>	
				1,007.80	
<b>Vendor Name: LAKE COUNTY TREASURER</b>					
GENERAL FUND	ENGINEERING & BUILDING	NOVEMBER 2025 BUILDING SERVICES	NOVEMBER 2025 BUILDING SERVICES	5,426.53	M
GENERAL FUND	PUBLIC WORKS	LCDOT VEHICLE MAINT. OCT - PARTS O	LCDOT VEHICLE MAINT. OCT - PARTS O	34.06	M
				<u>Vendor Total:</u>	
				5,460.59	
<b>Vendor Name: LAWN DOCTOR</b>					
GENERAL FUND	PUBLIC WORKS	WWTF - 2060 GRASS LAKE RD	LAWN CARE	1,050.00	M
GENERAL FUND	PUBLIC WORKS	BECK PARK - 2401 VALLEY DR.	LAWN CARE	349.92	M
GENERAL FUND	PUBLIC WORKS	LS2 - 227 VALLEY DR	LAWN CARE	358.26	M
GENERAL FUND	PUBLIC WORKS	LS3 - 2216 ROLLING RIDGE LN	LAWN CARE	172.98	M
GENERAL FUND	PUBLIC WORKS	VET MEMORIAL - 2301 E SAND LAKE RD	LAWN CARE	259.76	M
GENERAL FUND	PUBLIC WORKS	PD - 2301 E SAND LAKE RD	LAWN CARE	868.60	M
GENERAL FUND	PUBLIC WORKS	VHALL - 2301 E SAND LAKE RD	LAWN CARE	737.04	M
GENERAL FUND	PUBLIC WORKS	WH1 - 15 HAWTHORNE DR	LAWN CARE	289.95	M
GENERAL FUND	PUBLIC WORKS	WH2 - 2430 HIGH POINT DR	LAWN CARE	282.09	M
GENERAL FUND	PUBLIC WORKS	WH5 - 610 INDEPENDENCE BLVD	LAWN CARE	261.21	M
GENERAL FUND	PUBLIC WORKS	WH6 - 1480 YMCA RD	LAWN CARE	498.06	M
				<u>Vendor Total:</u>	
				5,127.87	
<b>Vendor Name: LINDENHURST, VILLAGE OF</b>					

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: LINDENHURST, VILLAGE OF</b>					
GENERAL FUND	ADMINISTRATION	PETTY CASH REIMBURSEMENT - ICE FOR	PETTY CASH REIMBURSEMENT - ICE FOR	2.24	M
GENERAL FUND	POLICE	PETTY CASH REIMBURSEMENT - ICE FOR	PETTY CASH REIMBURSEMENT - ICE FOR	2.24	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	PETTY CASH REIMBURSEMENT - ICE FOR	PETTY CASH REIMBURSEMENT - ICE FOR	2.25	M
Vendor Total:				<u>6.73</u>	
<b>Vendor Name: MENARDS - ANTIOCH</b>					
GENERAL FUND	PUBLIC WORKS	AIR COMPRESSOR & SANTA FLOAT	AIR COMPRESSOR & SANTA FLOAT	188.90	DM
GENERAL FUND	PUBLIC WORKS	REPL TOOLS	REPL TOOLS	16.97	DM
GENERAL FUND	PUBLIC WORKS	SANTA FLOAT	SANTA FLOAT	15.54	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE PIPING	SALT BRINE PIPING	225.03	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	AIR COMPRESSOR & SANTA FLOAT	AIR COMPRESSOR & SANTA FLOAT	106.54	DM
UTILITY FUND 60	SEWER	AIR COMPRESSOR & SANTA FLOAT	AIR COMPRESSOR & SANTA FLOAT	106.54	DM
UTILITY FUND 60	WATER	AIR COMPRESSOR & SANTA FLOAT	AIR COMPRESSOR & SANTA FLOAT	106.54	DM
Vendor Total:				<u>766.06</u>	
<b>Vendor Name: NICOR</b>					
UTILITY FUND 60	SEWER	1480 YMCA RD GENERATOR	1480 YMCA RD GENERATOR	54.92	M
UTILITY FUND 60	SEWER	405 WOODLAND TRAIL LIFT STATION	405 WOODLAND TRAIL LIFT STATION	54.92	M
UTILITY FUND 60	SEWER	618 CROSSWINDS LN	618 CROSSWINDS LN	54.67	M
Vendor Total:				<u>164.51</u>	
<b>Vendor Name: PADDOCK PUBLICATIONS, INC</b>					
GENERAL FUND	ADMINISTRATION	PUBLIC NOTICES	PUBLIC NOTICES	36.80	M
Vendor Total:				<u>36.80</u>	
<b>Vendor Name: PAYROLL - EXPENSES</b>					
GENERAL FUND	PUBLIC WORKS	CELL PHONE STIPEND - STREET	PAYROLL- EMPLOYER COSTS	0.00	M
I.M.R.F./F.I.C.A. 06	ADMINISTRATION	ADMIN FICA	PAYROLL- EMPLOYER COSTS	3,041.24	M
REFUSE & RECYCLING 30		GARBAGE FICA	PAYROLL- EMPLOYER COSTS	190.08	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	S & W FICA	PAYROLL- EMPLOYER COSTS	3,104.60	M
UTILITY FUND 60	SEWER	CELL PHONE STIPEND - SEWER	PAYROLL- EMPLOYER COSTS	0.00	M
UTILITY FUND 60	WATER	CELL PHONE STIPEND - WATER	PAYROLL- EMPLOYER COSTS	0.00	M
Vendor Total:				<u>6,335.92</u>	
<b>Vendor Name: PAYROLL - GROSS PAYS</b>					
GENERAL FUND	ADMINISTRATION	ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,987.49	M
GENERAL FUND	ADMINISTRATION	ADMIN PART-TIME SALARIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN OVERTIME	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	OFFICIALS SALARIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	CONTINGENCIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG SALARIES	PAYROLL GROSS COMPENSATION	2,201.55	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE ADMIN/RECORDS SALARIES	PAYROLL GROSS COMPENSATION	2,142.40	M
GENERAL FUND	POLICE	POLICE OFFICERS SALARIES	PAYROLL GROSS COMPENSATION	66,368.32	M
GENERAL FUND	POLICE	POLICE P/T OFFICERS SALARIES	PAYROLL GROSS COMPENSATION	2,315.70	M
GENERAL FUND	POLICE	POLICE OVERTIME	PAYROLL GROSS COMPENSATION	4,611.96	M
GENERAL FUND	POLICE	POLICE MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE P/T CSO SALARIES	PAYROLL GROSS COMPENSATION	0.00	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: PAYROLL - GROSS PAYS</b>					
GENERAL FUND	POLICE	POLICE UNIFORM STIPEND	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET SALARIES	PAYROLL GROSS COMPENSATION	15,627.42	M
GENERAL FUND	PUBLIC WORKS	STREET SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET OVER-TIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	1,430.72	M
GENERAL FUND	PUBLIC WORKS	STREET ON-CALL	PAYROLL GROSS COMPENSATION	644.00	M
GENERAL FUND	PUBLIC WORKS	STREET P/T WINTER PERSONNEL	PAYROLL GROSS COMPENSATION	720.50	M
GENERAL FUND	PUBLIC WORKS	STREET MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
REFUSE & RECYCLING 30		GARBAGE FUND SALARIES	PAYROLL GROSS COMPENSATION	2,827.76	M
REFUSE & RECYCLING 30		GARBAGE MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
REFUSE & RECYCLING 30		GARBAGE SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GRAND AVENUE TIF FUND		TIF SALARIES	PAYROLL GROSS COMPENSATION	843.75	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,365.37	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN OVERTIME	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER SALARIES	PAYROLL GROSS COMPENSATION	15,664.80	M
UTILITY FUND 60	SEWER	SEWER PART-TIME & SEASONAL	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER OVER-TIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	1,393.34	M
UTILITY FUND 60	SEWER	SEWER ON-CALL	PAYROLL GROSS COMPENSATION	644.00	M
UTILITY FUND 60	SEWER	SEWER MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER SALARIES	PAYROLL GROSS COMPENSATION	7,832.40	M
UTILITY FUND 60	WATER	WATER PART TIME & SEASONAL	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER OVERTIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	696.67	M
UTILITY FUND 60	WATER	WATER ON-CALL	PAYROLL GROSS COMPENSATION	322.00	M
UTILITY FUND 60	WATER	WATER MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
		Vendor Total:		141,640.15	
<b>Vendor Name: PAYROLL - PROCESSING FEES</b>					
GENERAL FUND	ADMINISTRATION	ADMIN PAYLOCITY	PAYROLL - PAYLOCITY FEES	343.11	M
REFUSE & RECYCLING 30		GARBAGE FUND PAYLOCITY	PAYROLL - PAYLOCITY FEES	76.25	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN PAYLOCITY	PAYROLL - PAYLOCITY FEES	343.11	M
		Vendor Total:		762.47	
<b>Vendor Name: POLI CONTRACTING</b>					
UTILITY FUND 60	WATER	WATER METER EXCHANGE - LAKE COUNTY	WATER METER EXCHANGE - LAKE COUNTY	590.00	DM
UTILITY FUND 60	WATER	WATER METER EXCHANGE - CHOP STICKS	WATER METER EXCHANGE - CHOP STICKS	295.00	DM
		Vendor Total:		885.00	
<b>Vendor Name: RUSH POWER SYSTEMS, LLC</b>					
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	ATS LS10 REPLACEMENT	ATS LS10 REPLACEMENT	18.00	DM
		Vendor Total:		18.00	
<b>Vendor Name: SIGNARAMA</b>					
MISCELLANEOUS ESCROW 24		GOLF OUTING SIGNS	GOLF OUTING SIGNS	253.00	M
		Vendor Total:		253.00	

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/11/2025 - 11/24/2025

POSTED AND UNPOSTED  
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
<b>Vendor Name: SOLENIS</b>					
UTILITY FUND 60	SEWER	POLYMER	POLYMER	5,857.36	D M
			Vendor Total:	<u>5,857.36</u>	
<b>Vendor Name: SUNDAY SERVICES</b>					
UTILITY FUND 60	WATER	WATER MAIN REPAIR - 419 BRITTANY L	WATER MAIN REPAIR - 419 BRITTANY L	7,140.00	D M
UTILITY FUND 60	WATER	WATERMAIN REPAIR - 505 NORTHGATE	WATERMAIN REPAIR - 505 NORTHGATE	5,760.00	D M
UTILITY FUND 60	WATER	CONCRETE REPLACEMENT - RED ROCK &	CONCRETE REPLACEMENT - RED ROCK &	4,625.00	D M
			Vendor Total:	<u>17,525.00</u>	
<b>Vendor Name: SUN LAKE MATERIALS, INC.</b>					
GENERAL FUND	PUBLIC WORKS	CA6 STOCK	CA6 STOCK	505.42	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CA6 STOCK	CA6 STOCK	758.12	M
			Vendor Total:	<u>1,263.54</u>	
<b>Vendor Name: SUPER AGGREGATES</b>					
GENERAL FUND	PUBLIC WORKS	SPOIL HAULING - 10 LOADS	SPOIL HAULING - 10 LOADS	320.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SPOIL HAULING - 10 LOADS	SPOIL HAULING - 10 LOADS	480.00	M
			Vendor Total:	<u>800.00</u>	
<b>Vendor Name: SWANSON, MARTIN &amp; BELL, LLP</b>					
GENERAL FUND	POLICE	OCTOBER 2025 PROSECUTION MATTERS	OCTOBER 2025 PROSECUTION MATTERS	3,404.00	D M
			Vendor Total:	<u>3,404.00</u>	
<b>Vendor Name: TESKA ASSOCIATES, INC</b>					
GRAND AVENUE TIF FUND	ADMINISTRATION	GRAND AVENUE TIF	GRAND AVENUE TIF	9,992.50	D M
			Vendor Total:	<u>9,992.50</u>	
<b>Vendor Name: THE BLUE LINE</b>					
GENERAL FUND	POLICE	POLICE RECRUITMENT EXPENSES	POLICE RECRUITMENT EXPENSES	298.00	M
			Vendor Total:	<u>298.00</u>	
<b>Vendor Name: ULINE</b>					
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	56.91	M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	227.64	M
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	56.91	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	227.64	M
			Vendor Total:	<u>569.10</u>	
<b>Vendor Name: ULTRA STROBE COMMUNICATIONS</b>					
GENERAL FUND	POLICE	SQUAD PRINTER REPAIR	SQUAD PRINTER REPAIR	157.50	M
			Vendor Total:	<u>157.50</u>	
<b>Vendor Name: USA BLUEBOOK</b>					
UTILITY FUND 60	WATER	DECHLOR TABLETS & DOOR HANGERS	DECHLOR TABLETS & DOOR HANGERS	365.50	M
			Vendor Total:	<u>365.50</u>	
<b>Vendor Name: VIKTORIA KONTSIGIR</b>					
REFUSE & RECYCLING 30		50/50 COMPOST - 2429 MALLARD DR.	50/50 COMPOST - 2429 MALLARD DR.	75.00	M
			Vendor Total:	<u>75.00</u>	
Report Total:				<u>255,489.29</u>	

<b>TOTALS BY FUND:</b>	
GENERAL FUND 01	146,093.95
I.M.R.F./F.I.C.A. FUND 06	3,041.24
IT FUND 11	1,025.62
LIABILITY INSURANCE FUND 14	6,192.20
COMMUNITY CAPITAL FUND 21	8,841.82
MISCELLANEOUS ESCROW FUND 24	4,321.50
SHOP WITH A COP FUND 25	11.96
REFUSE & RECYCLING FUND 30	3,693.30
GRAND AVENUE TIF FUND 41	14,770.25
UTILITY FUND 60	67,479.45
WATER/SEWER CAPITAL FUND 61	18.00
<b>Total For All Funds:</b>	<b><u>\$255,489.29</u></b>



Village of Lindenhurst  
**Memorandum**

**Date: November 21, 2025**

**To: Mayor Marturano and the Village Board of Trustees**

**From: Clay T. Johnson, Village Administrator**

**RE: Village Board Meeting Agenda Transmittal for November 24, 2025**

**New Business**

**A. Discussion and Direction: 2025 Classification and Compensation Study Results Completed by MGT, Inc.**

To ensure that our non-bargaining personnel are compensated commiserate with the greater municipal market, the Village engaged MGT, Inc. to identify and survey peer communities for compensation levels of various employees. Coinciding with the peer community survey, MGT personnel reviewed self-evaluations of employee's roles and responsibilities through a Job Analysis Questionnaire (JAQ). Assessing each employee's various roles and responsibilities would assist in re-establishing the structure, or classification system, that organized positions within the Village. More background of the process is included in the materials supplied to the Human Resources Committee along with the final draft report.

The Human Resources Committee met on November 18<sup>th</sup> to listen to the final draft report presentation from MGT and ask any questions. The findings of the report made the following recommendations:

1. Maintain the Village's open range merit-based system.
2. Utilize the 60<sup>th</sup> percentile as the threshold for comparing our pay stem with our peers.
3. Eliminate the two-tier classification currently in place, which separates Operators and Management for a streamlined system with 11 grades. Groups of grades reflect more alike job categories.
4. Move anyone below the new minimum into the range. Anyone above the range will be redlined. (No one is above the maximum of any range.)

Only a minor adjustment is necessary for any employee to move within the proposed ranges. The lack of major adjustments, even when considering a comparison at the 60<sup>th</sup> percentile, is a testament to the Village's diligence when ensuring that a position's compensation truly reflects the market. Each year since the last compensation study was completed in 2009, staff has surveyed



Village of Lindenhurst  
**Memorandum**

communities to keep pay levels competitive. This study has helped to validate that practice and the adjustments the Village has made along the way to remain ahead of inflation. We have also reestablished a new set of comparable communities, those that may better resemble our own, while also sampling a subset of Lake County communities who we may consider more likely organizations an employee would compare our compensation against.

For Monday, a representative from MGT will be present remotely to walk through the study and its findings. References to the current pay plan will need to be amended within the Employee Handbook should the Village Board concur with the findings of MGT's study if the Village Board concurs. Those amendments along with the incorporation of the new classification plan will need to be adopted by resolution at a future meeting.

**B. Approval: Intergovernmental Agreement between the Village of Lindenhurst and the Lake Villa Fire Protection District for Shared Consultant Services Related to the Space Needs Assessment Analysis**

To memorialize the partnership between the Village and the Lake Villa Fire Protection District (District) in our space needs analysis, an intergovernmental agreement (IGA) has been drafted for your consideration. The IGA is straightforward, designating the Village acts as the project lead, and establishing that the District will contribute up to 30% of the costs of the study.

Proposals for the study were due to the Village on Friday, November 21<sup>st</sup>. Selection of a consultant is expected to take place on December 8<sup>th</sup>.

**C. Approval: Easement Agreement with Lake County Forest Preserve District for the Rose Tree Stormwater Outfall Repair Project**

For months now, the Village has been collaborating with the Lake County Forest Preserve District on a project to repair the sunken outfall structure located just north of Rose Tree Lane within McDonald Woods. Years of bank erosion has caused the concrete outfall structure to collapse into the creek bed running below it.

A complicating factor with this project is that the Village's stormwater structure, which helps drain the area in and around Rose Tree, extends into the Forest Preserve's property, without any type of easement in place.



Village of Lindenhurst  
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The enclosed document intends to remedy the lack of such an easement and spell out some roles and responsibilities of each party during the project. For example, it divides each party's contribution for the match for the grant 50%/50% with an amount not to exceed an estimated \$50,000.

The easement document also provides a temporary construction easement for the purpose of a contractor completing the project. It then grants a permanent, non-exclusive easement to the Village for the express purpose of maintaining and keeping clean the new storm sewer structure upon completion.



November 24, 2025

# Village Board Meeting Agenda Item Cover Sheet

Agenda Item: A. 2025 Classification and Compensation Study Results

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: N/A

Within Budget:  Yes  No

Suggested Motion: **No formal action required at this time. Staff direction requested.**

Voting Record:

- |                          |                   |                          |                 |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten  |
| <input type="checkbox"/> | Trustee Dickson   | <input type="checkbox"/> | Trustee Suchy   |
| <input type="checkbox"/> | Trustee Dunham    | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace     |                          |                 |



Village of Lindenhurst  
**Memorandum**

**Date: November 21, 2025**

**To: Chair Chybowski and Members of the Human Resources Committee**

**From: Clay T. Johnson, Village Administrator**

**RE: Human Resources Committee Meeting Supplement for November 18, 2025**

**New Business**

**A. Discussion and Recommendation: 2025 Compensation Study Results Completed by MGT, Inc.**

Our staff and consultants from MGT have recently completed our compensation and classification study covering the Village's non-bargaining positions. The thrust behind this effort is to ensure that these employees are being compensated commiserate to our peer communities, and further, are organized properly within our pay system to accurately reflect the complexities of their roles and responsibilities. The Village last had a formal compensation completed in 2009, but has since annually survey peers identified in that study and adjusted our pay system in accordance with where we compared to the rest of the market.

For background, the first steps of the process required the identification of communities comparable to Lindenhurst across a variety of characteristics to find those municipalities who most closely mirror ourselves. Some factors used to identify peer communities included: total EAV, per capita income, budget size, population, number of employees, and so on. Those criteria are then scored based on how closely they match our own. We do reserve the right to add other communities to the list, if we believe they are direct competitors for our employees, in geographic proximity, or a prior comparable. This exercise identified twenty-three (23) such communities. The full list of communities is on Page 7 of the study results document. These communities were then asked to provide the minimum and maximum salary/wage for similar positions to those within our organization.

Coinciding with the surveying of our peer communities, MGT was also assessing the roles and responsibilities of the non-bargaining employees to ensure that their work reflected their job description and, eventually, their placement within the classification system. Determining these roles and responsibilities were ascertained through a review of job descriptions, a survey instrument (Job Analysis Questionnaire or "JAQ") and one-on-one interviews with the employees.



Village of Lindenhurst  
**Memorandum**

When all the community information and job analysis data were received, our consultants were able to align the proper compensation levels with the appropriate, market-determined pay. Then, positions were grouped who have similar levels of responsibility. This forms our new classification system.

Through the analysis, MGT recommends that the Village maintain its open range merit plan, similar to what is in place today. This structure allows for minimum and maximum levels of pay, but there is no defined percentage increments between the top and bottom of the range. This open range allows for the greatest flexibility in administration and will establish pay for new employees based upon experience and for current employees, adjustments can be made based upon meritorious service or available funding.

All grades maintain 50% spread between minimum and maximum pay on any particular grade. In some cases, ranges were updated by using the current minimum of a particular position as a benchmark. In others, adjustments were made to align with the market. The study also contemplated internal equity and advancement for creating enough headroom between supervisors and the bargaining employees they supervise. Best practice dictates that supervisors should earn 20-30% more than the top paid unionized roles they supervise. We have met this threshold for all supervisory positions – 35% difference in Police and 49% minimum difference in Public Works.

What differs between the current system and the proposed system is the organization or banding of positions within the pay plan. Our current system maintains that positions of similar skill and requirements are grouped together within the same grade, but positions either fell on the “operations” or “management” scale. What is proposed creates a single “system” with 11 total grades which consist of three broader “bands:”

- Grades 1 -6: Support and Operational Personnel
- Grades 7-9: Senior Support and Operational Personnel
- Grades 10-11: Assistant Directors and Directors

Most positions within the classification system remain in approximately the same relative placement as they were in the legacy pay plan. However, some positions were grouped within the same grade that may not have been arranged that way



Village of Lindenhurst  
**Memorandum**

previously. For example, the Chief of Police, Director of Operations, and Assistant Village Administrator are all within the same grade. The same applies to Sergeants and the Utility System Manager. Before the publishing of the draft report, Department Heads all had an opportunity to review the compensation levels and classifications for their feedback on how positions were graded and organized to help ensure that the plan made sense from a responsibility and optics perspective.

The Village Administrator has historically not been included in the classification system. This is a common practice amongst municipalities, as the Administrator is often subject to an employment agreement, unlike other employees. However, the compensation of the Village Administrator does fall within the 50<sup>th</sup> and 60<sup>th</sup> percentile of the market.

After working with MGT, staff recommends establishing a pay scale which falls at the 60<sup>th</sup> percentile of the market. If the 50<sup>th</sup> percentile represents the median of the market, the 60<sup>th</sup> percentile would equate to pay ranges that are 10% above the middle of the market. If the Human Resources Committee ultimately recommends to adopt a pay scale and practice of maintaining such a system at the 60<sup>th</sup> percentile of the market, only two non-bargaining positions fall below the new minimum of their respective range – the newest Police Sergeants and the Economic Development and Special Projects Coordinator. The Police Sergeants are the easiest to address first as only one of those two positions is currently occupied. (The promotion of Jim Siefken to Commander vacated a sergeant role.) The other sergeant position will receive an adjustment in December which will bring him above the minimum after twelve (12) months of service as has been the observed practice with our sergeants.

At our meeting, a representative of MGT will be available to present the findings in greater detail and answer any questions. From a staff perspective there are a few policy questions for the Committee to consider and provide a recommendation to the Village Board:

1. Does the Village wish to maintain its current open range merit plan?
2. Is comparing our pay plan at the 60<sup>th</sup> Percentile the desired standard of our analysis? Should it be raised/lowered?
  - a. If an employee within a position falls below the minimum of a new range, do you prefer to adjust that employee's compensation immediately



Village of Lindenhurst  
**Memorandum**

(upon adoption of the classification plan) to the minimum salary/wage or wait until May 1 to align with the new budget year?

3. Do you generally concur with the arranging of positions based on levels of education/experience needed and complexity of responsibilities as demonstrated within the proposed classification system?

# MGT



**Draft Report**

NOVEMBER 2025

## **Classification and Compensation Study**

**Submitted by:**

RACHEL KING

PROJECT MANAGER

4320 WEST KENNEDY BLVD, SUITE 200

TAMPA, FLORIDA 33609

RKING@MGT.US

**Village of Lindenhurst, IL**

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# STUDY SUMMARY

MGT is pleased to have had the opportunity to work with the Village of Lindenhurst on this Classification and Compensation Study. Human resource management is a significant concern as governmental services continue to increase in cost and complexity, and the resources to fund local governments are constrained. Day-to-day operations present challenging administrative problems in planning, organizing, and directing human resource functions in order to achieve maximum efficiency and effectiveness in the delivery of municipal services. A properly developed and administered Classification and Compensation Plan forms the foundation for meeting these challenges. It helps to ensure that the Village can not only recruit the best and brightest employees but can also retain those employees, even in a competitive marketplace. By retaining qualified, experienced employees, the Village avoids the costs of re-recruitments and lost productivity while maximizing the benefits of the investments it has made in employees and the institutional and community knowledge acquired by those employees over their tenures.

MGT understands the high expectations established in Lindenhurst for service delivery and competitiveness in recruiting and retaining excellent employees. These factors have been considered in the analysis and reflected in the Study results.

A Classification and Compensation Study encompasses a significant amount of information that can be time-consuming to condense and organize into an abbreviated format. Therefore, MGT has compiled this Executive Summary in order to provide a quick synopsis regarding the major components, findings, and recommendations of this Study. The purpose of a well-designed Classification and Compensation Study is twofold. First, it establishes internal equity (ranking) among employees across Departments in the Village. Second, it assures external equity/competitiveness by comparing the compensation of Lindenhurst employees against market data. The following is a brief overview of the process:

## Job Evaluation Analysis and Job Classification System

Below is a list of tasks included in this component of the Study (listed in the order that the work was performed):

- **Study preparation and project meetings.** Met with Village Administration to discuss Study methods and expectations, review the current Classification and Compensation Plan and organizational structure, answer questions, and review the scope and schedule of work.
- **Material distribution.** Prepared a memorandum of explanation, which was distributed to employees. Held meetings with employees to discuss the Job Analysis Questionnaire (JAQ) and to explain the scope and purpose of the Study. Employees were provided time to complete the questionnaire. The JAQs were returned to MGT within approximately three (3) weeks of distribution.
- **Determined comparable communities and collected compensation data.** MGT, along with the Village, determined a logical survey sample of “like” communities that impact the compensation market of Lindenhurst. Then, MGT designed, and Administration sent out the survey for the positions covered in the Study.

- **Job Evaluation Analysis and Establishment of a Classification Plan.** Upon return of the JAQs by the Village, MGT performed the following:
  - Read each JAQ and the corresponding Job Description in its entirety.
  - Conducted virtual interviews with at least one (1) employee in each position covered by the Study to further understand the scope of duties and responsibilities of the position.
  - Applied a measurement system of Job Evaluation Factors to all positions, which formed the basis for internal rankings (equity) of positions.
  - Upon completion of the Job Evaluation measurements, a new Classification Plan was developed.

## Market Survey

The following tasks were included in this component of the Study:

- Tabulated, summarized, and analyzed comparative compensation information obtained from the comparable communities. Prepared pay tabulations that compared the salary ranges of the Village of Lindenhurst to the salary ranges of its comparable communities. Prepared comparison calculations at the 50<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, 75<sup>th</sup>, and 80<sup>th</sup> percentiles. Displayed data for each community and for each position, and summarized the data in table form. Based on discussions with the Village and the gathered data, developed salary ranges that would establish Lindenhurst as a payer at the 60<sup>th</sup> percentile of the salary data from the comparable communities.
- Based on the above data, developed and recommended new salary schedules.

## Draft and Final Report Preparation

- A preliminary analysis of the data and recommended Classification and Compensation Plan was shared with the Village. Feedback from the Village Administration was reviewed and incorporated into the recommendations.
- This draft report has been prepared by MGT and sent electronically to the Village.
- A presentation of these draft findings will be conducted, as requested.
- Once the presentation is made and review comments are returned by the Village, a final report will be prepared and transmitted electronically.

## Future Administration of the Classification and Compensation Plan

- Within the body of this report, MGT has outlined how the Village can maintain the Classification and Compensation Plan. MGT will supply the Village with a User's Manual and all associated documents to maintain the Classification and Compensation Plan and the steps to ensure the Village remains competitive with the market in the years to come.

# JOB EVALUATION

MGT's approach to Job Evaluation involves a quantitative point and factor comparison method, which cross-compares all positions in the organization against numerous factors such as educational requirements, experience, work conditions, etc. Therefore, all jobs in each organizational unit (e.g., Police, Administration, Public Works, etc.) may be compared against each other based upon the same factors.

In conducting the Job Evaluation, it must be emphasized that the position, and not the incumbent's qualifications, performance, or years of service in the position, is evaluated. An incumbent employee may feel they should be placed in a higher level (i.e., receive more points) because the individual performs well, has a long tenure with the organization, and/or has additional education or skills not required to perform that job, or may feel they have a more significant workload than a similar employee in another Department; however, these are employee specific characteristics and not determinants for a position evaluation.

Before reviewing the results of the evaluation of the positions, it is important to note that the purpose of a Job Evaluation is to identify whether a job is more or less advanced than, or equal to, other jobs in the organization based on nine (9) objective factors. While these factor definitions are guidelines, they are constructed to allow limited flexibility of interpretation while at the same time providing a strict framework and structure for comparison. The nine (9) factors used for the evaluation of Lindenhurst's positions are as follows:

1. Preparation and Training
2. Experience Required
3. Decision-Making and Independent Judgment
4. Responsibility for Policy Development
5. Planning of Work
6. Contact with Others
7. Work of Others (Supervision Exercised)
8. Working Conditions
9. Use of Technology/Specialized Equipment

As part of the Job Evaluation process, the duties, responsibilities, and qualification requirements for each position were reviewed via a thorough reading of the incumbent's current job description and a Job Analysis Questionnaire (JAQ) completed by each employee (Appendix A). In addition, MGT conducted interviews with at least one (1) employee in each of the positions covered by the Study. Points were then assigned to each factor by selecting the description that best fits the appropriate level for the position. In other words, a position that supervises ten (10) full-time staff members would receive more points under the "Work of Others" factor than positions that do not supervise. Points for each factor were then totaled for each position. Using this method, the positions were found to fall into distinguishable Skill Levels. Table 1 presents the Classification Plan, which includes the Position Title, Skill Level, and proposed Grade for the evaluated positions.

# THE CLASSIFICATION PLAN

A Classification Plan provides for a systematic arrangement of positions into classifications. A position, often referred to as a job (e.g., Office Assistant), contains a specific set of duties and responsibilities, and that is the objective of the classification process, not the person currently holding that job. A classification is a grouping of positions that have similar levels of knowledge, skills, and abilities needed to perform the job. The positions are also similar in nature of work, level of work difficulty, and responsibilities. Positions allocated to the same classification are sufficiently similar with respect to the types of factors enumerated above to permit them to be compensated at the same general level of pay. The positions do not have to be identical; they can be in different departments, dealing with different subject matters, and performing different duties.

It is this arrangement of positions and resulting classification structure that forms the basis for the Classification Plan. As noted in the previous section, a Job Evaluation and Classification Plan is not intended to assess individual performance. To that end, a position that belongs in a certain classification is not entitled to be placed in a higher classification simply because the individual performs with a high degree of success and efficiency, nor is it placed in a lower classification simply because the incumbent performs with low competence or productivity. Variations in individual performance are not recognized by differences in classifications; instead, they are management issues. Similarly, there is a tendency in some workforces to use the Classification Plan to reward longevity, even though the duties and responsibilities of individual positions may not have changed over time. Longevity is not a classification factor, and the Classification Plan should not be used in this manner.

As an assessment of duties performed and responsibilities exercised, a Classification Plan is an exceedingly useful managerial tool. It provides the fundamental rationale for the Compensation Plan and helps management identify positions that have taken on (or, in some cases, reduced) duties and responsibilities. Through proper maintenance of the Classification Plan, employees are assured of management's continuing concern about the nature of the work that they conduct and its reward in the form of appropriate pay levels and relationships. The Classification Plan also provides the basis for recruitment, screening, and selection of employees in direct relationship to job content. Promotional ladders, as well as opportunities for lateral career development, are also evidenced by the logical grouping of allied occupational classifications and hierarchies.

# SALARY AND BENEFIT DATA

The Village initiated this Study with the objective of assuring that its Compensation Plan is both internally equitable and externally competitive. The Job Evaluation System (outlined above) is performed to address the issue of internal equity. To achieve external competitiveness, a market survey of comparable communities was conducted. The following explains the labor market review and the collection of salary data.

## Selection of Comparable Communities for Data Purposes

Selecting communities for the comparison group is an important element in a Classification and Compensation Study. When selecting communities to serve as comparables, it is important to use particular criteria to evaluate the other communities to ensure that those chosen as comparables will be the most similar to Lindenhurst.

To determine which communities should be used for survey purposes, MGT first considered all Illinois communities in Lake, Du Page, Kane, and McHenry Counties (plus Cook County within 30 miles) and with a population between 6,000 and 29,000 and an EAV less than \$1,500,000,000.

<u>Criteria</u>	<u>Total Possible Points</u>
1. Equalized Assessed Value	20
2. Per Capita Income	15
3. Population	15
4. Total Expenditures	10
5. Number of Full-Time Employees	10
6. State Sales Tax	10
7. Property Tax Revenue	10
8. <u>Proximity</u>	<u>10</u>
	100

The eight (8) categories listed above were selected to mirror important criteria such as similar financial conditions, population, and proximity.

Within each of the eight (8) categories, ranges of compatibility were established. For example, the closer a community was to matching Lindenhurst's estimated population, the closer the community would be to receiving the maximum of fifteen (15) points. A community whose population was significantly larger or smaller than the Village's population would receive fewer or even zero (0) points. Thus, a community achieving a total of one hundred (100) points would be considered most comparable to the Village of Lindenhurst. A community with zero (0) points was therefore determined to be the least comparable to Lindenhurst. A more detailed explanation of the methodology used to determine the comparable communities is included in Appendix B.

A cutoff of seventy-five (75) points was established to select the communities most similar to Lindenhurst across the eight (8) categories. After applying the eight (8) category criteria, eighteen (18) communities achieved seventy-five (75) or more compatibility points on the comparison scale with Lindenhurst. The Village also requested that five (5) additional peers be included in the list of comparable communities (Village of Antioch, Village of Fox Lake, Village of Lake Zurich, Village of Round Lake Beach, and Village of Volo). The full list of the twenty-three (23) comparables is below:

<b>City of Harvard</b>	<b>Village of Johnsburg</b>
<b>City of Marengo</b>	<b>Village of Lake Villa</b>
<b>City of Prospect Heights</b>	<b>Village of Lake Zurich*</b>
<b>Village of Antioch*</b>	<b>Village of Lincolnshire</b>
<b>Village of Cary</b>	<b>Village of Pingree Grove</b>
<b>Village of Elburn</b>	<b>Village of Round Lake</b>
<b>Village of Fox Lake*</b>	<b>Village of Round Lake Beach*</b>
<b>Village of Gilberts</b>	<b>Village of Sugar Grove</b>
<b>Village of Grayslake</b>	<b>Village of Volo*</b>
<b>Village of Hampshire</b>	<b>Village of Wauconda</b>
<b>Village of Hawthorn Woods</b>	<b>Village of Winfield</b>
Village of Island Lake	

*Bolded peers either responded to the survey or had already provided MGT compensation data.*

*\*Indicates a peer added by the client due to geographic proximity, market competition, or prior use as a comparable.*

## Market Survey

After identifying the benchmark positions, the Consultants then prepared and distributed a market survey to the twenty-three (23) comparable communities. Table 1 is a summary of the benchmark market survey data. The detailed market survey data for each position is contained in Appendix C.

It is important to make a few observations regarding Table 1 and Appendix C.

- 1) The salary data is information that was available as of August 2025 – September 2025. The new recommended salary ranges for the Village were developed using this salary data from the comparable communities.
- 2) Some of the comparable communities provided salary range minimums and maximums for comparison purposes, while others (those that don't utilize salary ranges as part of their pay plans) provided actual salaries for surveyed positions. The salary range minimums and maximums were analyzed to determine the 50<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, 75<sup>th</sup>, and 80<sup>th</sup> percentiles to identify wage ranges for "average" and "above average" payers. Any actual salaries provided by the comparable communities were only analyzed in a few instances when there was not enough salary range information. Salary ranges are a better gauge of market salaries than an actual salary and are thus preferred to conduct analysis.

- 3) Data contained within Appendix C has been thoroughly reviewed. If the Consultants determined the data was not relevant, it was removed.

## **Appraisal and Use of Salary Data**

While comparing Lindenhurst's current salaries to those paid by other employers in the comparable communities, it must be noted that variations in compensation may be due to several factors, including:

- 1) Organizational size and economic conditions can have an impact on positions. In smaller communities, employees are often asked to "wear many hats" and, therefore, take on more duties and responsibilities than would normally be required of a certain position. In addition, the economic downturn forced communities to "do more with less", compelling staff to take on more duties and responsibilities than they had in the past. Therefore, it becomes increasingly harder to compare "like" positions within communities.
- 2) Some employers place different relative worth on certain groups of employees. For example, some employers are forced to place a higher value on certain employees or groups of employees because of the market and, therefore, pay them more. Overall, the policies and value judgments of different employers in compensating for the same kind of work can vary widely. There is rarely a single prevailing rate for any particular kind of work, even within the same labor market.
- 3) It can be difficult to make exact comparisons among the different employers of the duties and responsibilities of ostensibly similar jobs.

Nevertheless, comparative salary data is widely considered a reliable indicator of appropriate compensation levels in relation to the prevailing market. This data is also useful as an indication of prevailing opinions concerning the compensation relationships that should exist among different classifications of work. Of equal importance, however, are the internal relationships for the various positions that were accomplished in the Job Evaluation portion of this Study.

# COMPENSATION PLAN DEVELOPMENT AND RECOMMENDATIONS

## Development of the Compensation Plan

A basic element in any human resources management program is adequate and equitable employee compensation. A Compensation Plan of this nature is essential if qualified employees are to be recruited and retained. To achieve this goal, there must be a reasonable and widely accepted model of Job Factors upon which the Compensation Plan rests. Application of this model was the purpose of the Job Evaluation aspect of this Study. The Plan presented in this report is designed to accomplish the Study goals by:

- 1) Providing for equal compensation for work of equivalent job content and responsibility.
- 2) Facilitating adjustments to compensation levels based on changing economic and employment conditions that impact these interrelationships.
- 3) Establishing compensation ranges that compare favorably with those of other equivalent communities within the appropriate labor market.

In preparing this Plan, the Study only looked at base compensation. The compensation associated with longevity or other fringe benefits was not analyzed or factored into the Compensation Plan.

## Compensation Plan Options for the Village's Consideration

One of the purposes of this Study was to provide an updated Compensation Plan that relates to the external market and is internally equitable. Below is a detailed explanation of three (3) different Compensation Plans:

- 1) **Defined Increment Plan:** This is a Compensation Plan that has salary ranges with a minimum and a maximum with defined percentage increments (e.g., 3%) in between. If an employee has a satisfactory performance evaluation, they systematically advance through the compensation range. The performance evaluation and resulting salary increment increase occur annually.
- 2) **Open Range Merit Plan:** This is a Compensation Plan that also has salary ranges with minimums and maximums, but without defined percentage increments in between. Employees are advanced through the compensation range based on an annual satisfactory performance evaluation, with the percentage of their increase determined annually by Village Administration.
- 3) **Blended Merit Plan:** This is a Compensation Plan that uses techniques from both a Defined Increment Plan and an Open Range Merit Plan.

In considering which Plan to use, it is important to understand that employees at various levels of responsibility may react differently toward and be motivated differently by the Compensation Plan they work under. Management personnel who are goal-oriented may have a higher acceptance of the Open Range Merit Plan, and thus tend to be more comfortable with this method of compensation. Mid-to-low-level positions may want the assurance of a defined salary increase based on satisfactory performance.

Each system provides advantages and disadvantages, which should be evaluated by the community to determine the most appropriate system to be established.

### **Recommendation: Open Range Merit Plan**

MGT typically recommends the adoption of an Open Range Merit Plan. An Open Range Merit Plan has salary ranges with minimums, midpoints, and maximums, but without defined percentage increments in between. Employees are advanced through the ranges based on an annual satisfactory performance evaluation, with the percentage of their increase determined by their supervisor and Village Administration.

The Open Range Merit Plan also allows maximum flexibility for the Village relative to recruitment and funding, as employees can be hired within the range, and the increases provided annually for meritorious performance can fluctuate based on available funding. Given Lindenhurst's goal to recruit, reward, and retain motivated, high-performing employees, the Open Range Merit Plan has been selected for recommendation.

### **Proposed Compensation Plan and Structure**

Within the market analysis, MGT refers to “percentiles” (for example: 50<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, 75<sup>th</sup>, and 80<sup>th</sup> percentiles). Percentiles indicate where salaries or salary ranges fall in comparison to the other salaries or salary ranges from the comparable communities. The 50<sup>th</sup> percentile is the median (or middle) of the data set. When a community is considering which percentile to compensate employees at, they are deciding where they want their employee salaries and salary ranges to fall within the market of comparable communities. For example, if a community selects the 50<sup>th</sup> percentile, that means they would be paying a fair market rate at the 50<sup>th</sup> percentile or the middle of the comparable communities. If a community selects the 60<sup>th</sup> percentile, then the salary ranges would be 10% higher than the middle of the market.

An important component in the process of developing a Compensation Plan is understanding and applying the pay philosophy of the Village. For the purposes of this study, MGT worked with the Village on recommending a pay plan at the 60<sup>th</sup> percentile.

The next step in this process is to combine the Skill Levels included in Table 1 with the proposed salary ranges in Table 2. The Classification and Compensation Plan consists of eleven (11) pay grades, one (1) being the lowest and eleven (11) being the highest, and is broken down into the following three (3) bands:

Grades 1 – 6: Support & Operational

Grades 7 – 9: Senior Support & Operational

Grades 10 - 11: Assistant Directors & Directors

All proposed pay ranges are open ranges and have a 50% range spread from minimum to maximum. In some cases, salary ranges were updated by using the current minimum of another position as a benchmark. For grades where current ranges were below market data, adjustments were made to better align with the market.

Table 1 combines all of the classification and compensation data at the 60<sup>th</sup> percentile.

## Implementation and Administration of the Compensation Plan

Implementation of the Compensation Plan, as it affects individual employees, should be under the following pattern of adjustments:

- 1) Employees whose present compensation is below the minimum compensation of the range for their classification should be raised to the minimum of the range.
- 2) The compensation of employees whose present compensation is within the range for their classification should be slotted into the new Compensation Plan at their current pay rate.
- 3) Employees whose current compensation exceeds the maximum of the range should remain at their current rate without reduction. Lump sum increases (not affecting base pay) may be considered until future market analysis aligns ranges with current compensation levels. This scenario does not apply to this study.

In other studies, MGT has been asked for ideas on how to address the situation of long-term employees whose current compensation falls near the bottom (within 5 - 10%) of the proposed range. If this occurs, it illustrates that the position has been compensated at less than the market rate for someone with similar tenure. Thus, some communities elect to make additional adjustments for those employees at implementation. This decision is discretionary for the Village to adopt and only occurs one time at the implementation of the new Classification and Compensation Plan. If the Village wishes to consider implementation adjustments, MGT can provide examples of implementation options.

### Employee Advancement through the Ranges

To implement the new Compensation Plan, MGT recommends that the starting salary of the range (minimum) is the normal hiring/promoting rate. Exceptions to this starting point should be limited to hiring situations involving:

- 1) Applicants with exceptional background and qualifications.
- 2) A promotion in which the employee's current compensation is higher than the minimum of the new range.
- 3) In the case of a labor market situation where it is impossible to recruit qualified candidates at the minimum.

In these cases, employees may be appointed to their positions anywhere within the defined range (generally up to the midpoint), depending on their experience and qualifications, and based on the provisions of the Village's policies (if applicable). Employees should not be hired below the minimum of their compensation range.

Salary advancement between the hiring rate and the top-of-the-range (maximum) is done throughout the employee's tenure with the organization. Advancement through the range would be done on an annual basis and would be dependent on a satisfactory performance evaluation. Incumbents progressing through the range should understand that standards of performance would become more exacting or controlling as compensation levels advance. Typical movement through the range could be in increments of 1% to 3%, depending on the employee's performance evaluation and goal attainment, as well as the financial resources of the Village.

The Village may also wish to provide a merit bonus for exemplary performance after an employee reaches the maximum compensation for the range. If this option is exercised, then an

employee would be eligible to receive payment after a successful performance evaluation each year. This payment should not be worked into the base salary but should be in the form of a lump sum payment that is a set amount calculated each year and is consistent for all affected employees.

It is recommended that the Village set aside funding for a performance-based increase for employees in this Plan. This funding would then serve as the pool for merit payments, knowing that some employees will be high performers, getting a higher percentage, and some employees will be lower performers, getting a lower percentage.

Again, it should also be noted that the implementation and use of a formal performance evaluation process for all staff members is a key component to the success of this Plan. Equally, if not more important, is that supervisors are adequately trained to perform the formal performance evaluation process.

# FUTURE ADMINISTRATION OF THE COMPENSATION PLAN

To maintain competitive salary levels, there should be an annual review of the Village's salary ranges. The communities used in the survey group for this Study have been determined to be comparable to the Village. Therefore, Lindenhurst can continue to use these communities as a comparable market survey group for annual salary comparison purposes until it is determined that they should be reevaluated. It is MGT's recommendation that an annual survey of these communities be conducted to determine the percentage increase each community in the comparable group is granting, either as an annual across-the-board increase to their employees or as a general adjustment to their compensation ranges. The Village may wish to provide an across-the-board increase to all employees based on the information received from the comparable communities. If this is the case, then the increases would be granted separately from any merit increase that would be awarded as a result of a successful performance evaluation.

It is further the recommendation of MGT that the compensation ranges for each grade be increased by the average percentage increase of the comparable group, even if an across-the-board increase is not given to all employees. Employees would continue to advance through the compensation ranges (provided that the employee is not at the maximum of the compensation range) by virtue of a merit increase granted for satisfactory or above-satisfactory performance of their job duties.

# FUTURE ADMINISTRATION OF THE CLASSIFICATION PLAN

The administration of a Classification Plan is an ongoing process. It must be recognized that it is not static and is not intended to affix positions permanently into classifications. Instead, the Plan must be administered continually to adapt it to changing conditions.

Three (3) specific types of changes in the Plan itself are possible: elimination of a position, creation of a position, or revision of a position.

- 1) When a position in a classification is eliminated or when a position has significantly changed work duties and responsibilities to the extent that the position becomes inappropriate or inaccurate, the position should be abolished.
- 2) New positions should be created when new work situations arise that are not covered by the established positions. However, caution should be exercised in this respect, particularly to ensure that new positions are justified, are not merely duplicating established positions, cannot be accommodated through changes in existing positions, and reflect substantially permanent rather than temporary situations.
- 3) The adjustment or revision of a position should be done when there are substantial changes to the requirements of the position or to the nature and complexities of the duties being performed. In this instance, a position may need to be re-scored and move up or down into a new classification.

All changes should be thoroughly evaluated in order to maintain the integrity of the classification relationships established in the Classification and Compensation Plan. Village Administration has been provided with the Job Analysis Questionnaire as well as the Job Factor Scoring Sheet, enabling the Village to grade a newly created or revised position. MGT provides scoring assistance in such cases in accordance with the Study contract.

## Appreciation

MGT has appreciated the opportunity to work with the Village of Lindenhurst on this Classification and Compensation Study. A special thank you to the employees for all of the information provided to allow for the analysis, and to the Village Administrator for the significant amount of work and support dedicated to the project.

Position:	Skill Level	New Grade	50th Percentile Salary Survey Data		60th Percentile Salary Survey Data		Current Salary Range		60th Percentile Proposed Salary Range	
	<b>780 +</b>									
Village Administrator			164,000	221,900	164,600	226,520	na	na		
	<b>720 - 775</b>	<b>11</b>								
Chief of Police		<b>11</b>	134,500	186,340	136,624	191,100	133,983	199,092	133,983	200,975
Assistant Village Administrator		<b>11</b>	123,500	150,000	123,900	168,320	127,603	189,611	133,983	200,975
Director of Operations (Public Works Director)		<b>11</b>	125,840	176,176	129,769	178,374	133,983	199,092	133,983	200,975
	<b>660 - 715</b>	<b>10</b>								
Police Commander		<b>10</b>	119,400	161,000	121,410	161,190	109,177	162,232	113,500	170,250
Superintendent of Public Works		<b>10</b>	99,704	141,971	105,731	146,897	109,177	162,232	113,500	170,250
	<b>600 - 655</b>	<b>9</b>								
Police Sergeant		<b>9</b>	109,320	120,890	113,462	129,196	90,685	134,753	104,288	156,432
Utility System Manager		<b>9</b>	95,408	131,376	96,553	135,555	99,980	148,565	104,288	156,432
	<b>560 - 595</b>	<b>8</b>								
Crew Supervisor		<b>8</b>	84,000	115,500	90,000	126,000	90,685	134,753	90,685	136,028
	<b>520 - 555</b>	<b>7</b>								
Assistant to the Village Administrator		<b>7</b>	75,000	106,185	77,184	113,237	82,254	122,225	82,254	123,381
	<b>480 - 515</b>	<b>6</b>								
Economic Development Coordinator		<b>6</b>	78,000	109,200	79,213	110,058	66,109	98,234	74,988	112,481
Deputy Village Clerk		<b>6</b>	55,843	83,106	57,785	83,789	66,109	98,234	74,988	112,481
Administrative Services Coordinator		<b>6</b>	60,000	85,085	60,465	85,930	72,885	108,303	74,988	112,481
<i>No Positions in Grade</i>	<b>440 - 475</b>	<b>5</b>							70,743	106,114
	<b>400 - 435</b>	<b>4</b>								
Management Analyst		<b>4</b>	64,835	89,384	68,670	93,367	66,109	98,234	66,739	100,108
	<b>360 - 395</b>	<b>3</b>								
Administrative Services Assistant		<b>3</b>	52,000	72,800	52,920	74,241	62,961	93,556	62,961	94,442
Building Permit Coordinator		<b>3</b>	53,900	72,800	54,635	75,425	51,798	76,970	62,961	94,442
Finance Assistant		<b>3</b>	57,785	73,500	59,714	79,673	62,961	93,556	62,961	94,442
	<b>320 - 355</b>	<b>2</b>								
Community Service Officer		<b>2</b>	57,013	72,765	57,120	75,087	49,332	73,304	54,346	81,519
Records Clerk		<b>2</b>	52,250	72,332	52,606	72,793	49,332	73,304	54,346	81,519
	<b>Up to 315</b>	<b>1</b>								
Customer Service Representative		<b>1</b>	51,106	59,945	51,270	63,967	49,332	73,304	51,270	76,905
Customer Service Representative (part-time)		<b>1</b>	51,106	59,945	51,270	63,967	38,652	57,435	51,270	76,905

60th Percentile - Proposed Salary Pay Ranges			
Support & Operational 50% Range Spread			
Grade	Minimum	Midpoint	Maximum
<b>1</b>	51,270	64,088	76,905
<b>2</b>	54,346	67,933	81,519
<b>3</b>	62,961	78,701	94,442
<b>4</b>	66,739	83,423	100,108
<b>5</b>	70,743	88,429	106,114
<b>6</b>	74,988	93,734	112,481

Senior Support & Operational 50% Range Spread			
Grade	Minimum	Midpoint	Maximum
<b>7</b>	82,254	102,818	123,381
<b>8</b>	90,685	113,356	136,028
<b>9</b>	104,288	130,360	156,432

Assistant Directors & Directors 50% Range Spread			
Grade	Minimum	Midpoint	Maximum
<b>10</b>	113,500	141,875	170,250
<b>11</b>	133,983	167,479	200,975

# APPENDIX A



## EMPLOYEE JOB ANALYSIS QUESTIONNAIRE (JAQ)

### Village of Lindenhurst, IL

NAME:	DATE:
YEARS OF EXPERIENCE WITH EMPLOYER:	JOB TITLE:
YEARS OF EXPERIENCE ON THIS JOB:	YOUR JOB IS: FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/>
YOUR YEARS OF EXPERIENCE IN THIS FIELD:	DEPARTMENT:
NAME OF IMMEDIATE SUPERVISOR:	THEIR TITLE:

#### INSTRUCTIONS

The purpose of this questionnaire is to obtain additional information about your job that may not be included in your current job description. Please answer each question thoughtfully and frankly. After you have finished your portion of the questionnaire, give it to your immediate supervisor, who will complete their section.

**General Summary:** In three or four sentences, please summarize the major purpose or primary function of your job.

Please indicate if you have reviewed your current job description.

If you have any changes to your current job description, please mark them on the JD and attach it to this JAQ, or indicate changes here:

If you do not have a job description available to review, please list your job duties. Try to place your duties in order of importance and group "like" tasks together (e.g., "clerical duties including word processing, opening mail, filing, etc." or "front desk responsibilities including greeting visitors, answering telephones and routing calls, etc."). Job duties:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

- 9.
- 10.
- 11.
- 12.
- 13.
- 14.

Feel free to add more numbers/duties if necessary.

**FACTOR 1. Education & Training:** In your opinion, what kind of education and training is necessary to perform your job?

- LEVEL 1: Level of knowledge that is below what is normally attained through high school graduation.
- LEVEL 2: High school diploma (GED) or equivalent.
- LEVEL 3: High school, plus elementary technical training, acquired on the job or through one year or less of technical or business school.
- LEVEL 4: Extensive technical or specialized training such as would be acquired by an Associate's Degree or two years of technical or business school.
- LEVEL 5: Completion of four-year college degree program.
- LEVEL 6: Additional professional level of education beyond a four-year college program, such as a CPA or Professional Engineer (P.E.) training.
- LEVEL 7: Completion of graduate coursework equal to a Master's Degree or higher.

What specific degree/coursework is NECESSARY?

What specific degree/coursework is PREFERRED?

If a specific certificate or license is mandated by an outside agency to perform your duties, name the certificate or license:

What special skills, knowledge, and abilities are required to perform your job? Please list:

**FACTOR 2. Years of Experience:** How much previous work experience do you feel is necessary to perform your job?

- |   |                                       |                                       |  |   |
|---|---------------------------------------|---------------------------------------|--|---|
| LEVEL 1:                                  | LEVEL 2:                              | LEVEL 3:                              | LEVEL 4:                               | LEVEL 5:                                    |
| <input type="checkbox"/> Less Than 1 Year | <input type="checkbox"/> 1 to 3 Years | <input type="checkbox"/> 4 to 6 Years | <input type="checkbox"/> 7 to 10 Years | <input type="checkbox"/> More than 10 Years |

What is the minimum number of years required?

What specific experience is necessary?

### FACTOR 3. Independent Judgment and Decision Making

**Part 1:** How much discretion do you have in making decisions with or without the input or direction of your supervisor?

- LITTLE: Little discretion or independent judgment exercised.
- SOME: Some discretion or judgment exercised, but supervisor is normally available.
- OFTEN: Job often requires making decisions in absence of specific policies and/or guidance from supervisors, but some direct guidance is received from supervisors.
- HIGH: High level of discretion with decisions restricted only by Departmental policies and little direct guidance from supervisors.
- VERY HIGH: Very high level of discretion with decisions only restricted by the broadest policies of the Organization.

**Part 2:** If you make an erroneous decision, what impact would this decision have on your work unit, department, and/or the Organization?

- MINOR: Some inconvenience and delays but minor costs in terms of time, money, or public/employee good will.
- MODERATE: Moderate costs in time, money, or public/employee good will would be incurred. Delays in important projects/schedules likely.
- SERIOUS: Important goals would not be achieved and the financial, employee, or public relations posture of the Organization would be seriously affected.
- CRITICAL: Critical goals and objectives of the Organization would be adversely and very seriously affected. Error could likely result in critical financial loss, property damage, or bodily harm/loss of life.

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**FACTOR 4. Responsibility for Policy Development:** Does your job require you to participate in the development of policies for your unit/division/department/the Organization?

- LEVEL 1: Position involves only the execution of policies or use of existing procedures.
- LEVEL 2: May provide some input to supervisor when policies and procedures are updated.
- LEVEL 3: Position involves some development of policies/procedures for the Department and/or the interpretation or explanation of departmental policies for others in the organization or residents.
- LEVEL 4: Position involves significant or primary responsibility for the development of policies and procedures for a division or organizational component of a department, as well as the interpretation, execution and recommendation of changes to department policies.
- LEVEL 5: Position involves significant or primary responsibility for the development of policies and procedures for an entire department, plus occasional participation in the development of policies which affect other departments in the organization.
- LEVEL 6: Position involves the primary responsibility for the development of departmental policies and procedures and regular participation in the development of policies that affect other departments and occasionally involves participation in the development of organization-wide policies.

Give some examples of the types of policies you've written or been a part of creating:

**FACTOR 5. Planning:** How much latitude do you have to set your own daily work schedule and priorities for a given workday?

- LEVEL 1: Position requires that my daily work load and activities are assigned to me by my supervisor.
  - LEVEL 2: Position requires that I plan my own daily work load and work independently according to established procedures or standards.
  - LEVEL 3: Position requires that I plan my own daily work load and those of others in the department (first-level supervision).
  - LEVEL 4: Position requires an above average ability to analyze data and develop departmental plans, including plans where a number of difficult, technical and/or administrative problems must be addressed (Manager/Division level planning).
  - LEVEL 5: Position requires a high level of analytical ability to develop plans for a department or complex situation, including plans that involve integrating/involving/impacting other departments (Department Head level planning).
- 

**FACTOR 6. Contacts with Others:** In the course of performing your job, what contacts with people in your department, other departments within the organization, and/or people from outside the organization are you required to make?

- LEVEL 1: Position involves interaction with fellow workers on routine matters with relatively little public contact.
- LEVEL 2: Position involves frequent internal and external contact, but generally on routine matters such as furnishing or obtaining information.
- LEVEL 3: Position involves frequent internal contact and regular contact with outsiders generally on routine matters, including contacts with irate outsiders which require some public relations skill for taking complaints for others to follow up upon.
- LEVEL 4: Position involves frequent internal and external contacts which require public relations skills in handling complaints. Contacts involve non-routine problems and require in-depth discussion and/or persuasion in order to resolve the problem. Handles more difficult contacts that are referred by front line employees.
- LEVEL 5: Position involves frequent internal and external contacts which require skill in dealing with, and influencing others, and initiating changes in policy/procedures to address the issue so as to avoid having to deal with the issue again in the future.
- LEVEL 6: Position involves frequent internal and external contacts in which I act as the spokesperson for the department and am authorized to make commitments of significant resources on behalf of the department.
- LEVEL 7: Position involves frequent internal and external contacts where I represent the entire organization and am authorized to make commitments in matters of broad or critical interest to the entire organization.

With which internal individuals or groups do you have the most contact?

With which external individuals or groups do you have the most contact?

**FACTOR 7. Supervision Given:**

Do you supervise or assign work to other employees?  Yes  No

If yes:

- LEVEL 1: Position is regularly responsible for assigning work to an employee or employees, without acting in a supervisory role. To whom does this position assign work?
- LEVEL 2: Position is responsible for the supervision of one full time or several part time employees.
- LEVEL 3: Position is responsible for the direct and/or indirect supervision of two to five full time (or full time equivalent) employees.
- LEVEL 4: Position is responsible for the direct and/or indirect supervision of six to 15 full time (or full time equivalent) employees.
- LEVEL 5: Position is responsible for direct and/or indirect supervision of 16 to 29 full time (or full time equivalent) employees.
- LEVEL 6: Position is responsible for direct and/or indirect supervision of 30 to 50 full time (or full time equivalent) employees.

Actual number of full-time (or full-time equivalent) employees supervised:

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**FACTOR 8. Physical Demands:** Please describe any physical demands required to perform your job.

<b>Demand</b>	<b>No</b>	<b>Yes</b>	<b>How often? (Rarely, Occasionally or Daily)</b>
Lifting to 20 pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Lifting 20-50 pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Lifting 50+ pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Climbing	<input type="checkbox"/>	<input type="checkbox"/>	
Walking	<input type="checkbox"/>	<input type="checkbox"/>	
Kneeling	<input type="checkbox"/>	<input type="checkbox"/>	
Crouching	<input type="checkbox"/>	<input type="checkbox"/>	
Crawling	<input type="checkbox"/>	<input type="checkbox"/>	
Bending	<input type="checkbox"/>	<input type="checkbox"/>	
Sitting	<input type="checkbox"/>	<input type="checkbox"/>	
Prolonged Standing	<input type="checkbox"/>	<input type="checkbox"/>	
Prolonged Visual Concentration	<input type="checkbox"/>	<input type="checkbox"/>	

**Unpleasant or Hazardous Conditions:** Please describe any unpleasant or hazardous conditions you are exposed to in performing your job and how often you are exposed to those conditions. Include only those conditions which are directly related to your work rather than specific work area conditions.

<b>Condition</b>	<b>No</b>	<b>Yes</b>	<b>How Often? (Rarely, Occasionally or Daily)</b>
Lighting-dimness or brightness	<input type="checkbox"/>	<input type="checkbox"/>	
Dust	<input type="checkbox"/>	<input type="checkbox"/>	
Heat	<input type="checkbox"/>	<input type="checkbox"/>	
Cold	<input type="checkbox"/>	<input type="checkbox"/>	
Odors	<input type="checkbox"/>	<input type="checkbox"/>	
Noise	<input type="checkbox"/>	<input type="checkbox"/>	
Vibration	<input type="checkbox"/>	<input type="checkbox"/>	
Wetness/Humidity	<input type="checkbox"/>	<input type="checkbox"/>	
Toxic Agents	<input type="checkbox"/>	<input type="checkbox"/>	
Electrical Currents	<input type="checkbox"/>	<input type="checkbox"/>	
Heavy Machinery	<input type="checkbox"/>	<input type="checkbox"/>	

Violence  
Disease  
Smoke  
Other

<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

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**FACTOR 9. Use of Technology/Specialized Equipment:** Please check the level of technology or specialized equipment use needed for you to perform your job.

- LEVEL 1: Position has no responsibility for, or use of, technology.
- LEVEL 2: Position has some basic use of computers for data entry and some use of the telephone, copier, etc.
- LEVEL 3: Position has daily use of computers for data entry and use of the telephone, fax machine, copier, etc. Position has daily use of light equipment such as push mowers, weed whackers, pole saws, custodial equipment, etc.
- LEVEL 4: Position has daily use of computers, the Internet, Smartphones, etc. to create databases, spreadsheets, or reports. Position designs and creates customized reports, presentations, and/or documents using advanced software skills.
- LEVEL 5A: Position provides routine consultation and technology support for everyday computer programming and/or software requests/questions to others in the organization; is an applications super user; or uses specialized software such as GIS, SCADA or telecommunications software.
- LEVEL 5B: Position uses, troubleshoots, and/or repairs various pieces of specialized equipment such as HVAC, lighting, gas flares, blowers, engines, heavy equipment, diagnostic equipment, large vehicles (vacuum trucks, street sweepers, fire apparatus) and/or medical or public safety equipment.
- LEVEL 6: Position is responsible for advanced computer programming, system security, maintenance, training, and purchasing of items such as computers, printers, scanners, etc., for the computer system for the organization (IT personnel).
- LEVEL 7: Position is responsible for the overall direction and supervision of the staff that are responsible for the computer and technology needs of the organization, including responsibility for developing technology policies for the organization (IT personnel).

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**10. Comments/Additional Information:** Feel free to add additional information below. If using a printed copy of this form, use the back of the form to add your comments.

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Type your name and the date below, then save this form as a Word document with the file name of "JobTitle.LastName.FirstName" and email it to your supervisor. If using a printed copy of this form, sign and date it and then deliver to your supervisor.

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**EMPLOYEE'S SIGNATURE OR TYPED NAME**

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**DATE**

**THIS SECTION TO BE COMPLETED BY IMMEDIATE SUPERVISOR AND/OR DEPARTMENT HEAD**

Please provide your comments below. If using a printed copy of the form and additional space is needed, please use the back of this form or attach an additional sheet. **Please do not mark in employee's portion of the questionnaire. The intent of this section is informational for MGT use only and not intended for distribution.**

1. Do you agree with the employee's answers to all of the above questions? If not, please explain.
2. List any job duties or assignments which the employee performs which are in addition to those listed on the job description or this form.
3. How long has this employee worked for you?
4. Additional comments from the employee's immediate supervisor:

Type your name and the date below, then email this form to your Department Head (if applicable) or to Administration. If using a printed copy of this form, sign and date it before forwarding.

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***SUPERVISOR'S SIGNATURE OR TYPED NAME***

---

***DATE***

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**If Supervisor isn't Department Head, Department Head should review this form as well.**

- I have read the above and substantially concur.
- I have read the above and have the following comments:

Type your name and the date below, and then email this form to Administration. If using a printed copy of this form, sign and date it before forwarding.

---

***DEPARTMENT HEAD SIGNATURE OR TYPED NAME***

---

***DATE***

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**IMPORTANT DATES:**

**8/15:** Employees complete and submit the JAQs to their Supervisors. Please save file as follows: JobTitle.LastName.FirstName.

**8/22:** Supervisors and Department Heads review and then submit the JAQs to Administration.

**8/29:** Administration reviews and then submits the JAQs to MGT.

**Weeks of September 8<sup>th</sup> & September 15<sup>th</sup>:** MGT conducts virtual interviews with employees

# APPENDIX B

<b>1. Equalized Assessed Valuation: Maximum 20 Points</b>						
<b>415.20 Million</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	276.80	415.20		415.20	622.80	20
2.00	207.60	276.79		622.81	830.40	15
2.50	166.08	207.59		830.41	1,038.00	10
3.00	138.40	166.07		1,038.01	1,245.60	5
All Others						0
<b>2. Per Capita Income: Maximum 15 Points</b>						
<b>49,564</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	33,043	49,564		49,564	74,346	15
2.00	24,782	33,042		74,347	99,128	11
2.50	19,826	24,781		99,129	123,910	7
3.00	16,521	19,825		123,911	148,692	3
All Others						0
<b>3. Population: Maximum 15 Points</b>						
<b>14,564</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	9,709	14,564		14,564	21,846	15
2.00	7,282	9,708		21,847	29,128	11
2.50	5,826	7,281		29,129	36,410	7
3.00	4,855	5,825		36,411	43,692	3
All Others						0
<b>4. Total Expenditures: Maximum 10 Points</b>						
<b>14.97</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	9.98	14.97		14.97	22.46	10
2.00	7.49	9.97		22.47	29.94	7
2.50	5.99	7.48		29.95	37.43	4
3.00	4.99	5.98		37.44	44.91	2
All Others						0
<b>5. Number of Full Time Employees: Maximum 10 Points</b>						
<b>31</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	21	31		31	47	10
2.00	16	20		48	62	7
2.50	12	15		63	78	4
3.00	10	11		79	93	2
All Others						0
<b>6. State Sales Tax: Maximum 10 Points</b>						
<b>1.53 Million</b>						
Factor	Minimum Range			Maximum Range		Points
1.50	1.02	1.53		1.53	2.30	10
2.00	0.77	1.01		2.31	3.06	7
2.50	0.61	0.76		3.07	3.83	4
3.00	0.51	0.60		3.84	4.59	2
All Others						0

7. Property Tax Revenue: Maximum 10 Points						
1.18 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	0.79	1.18		1.18	1.77	10
2.00	0.59	0.78		1.78	2.36	7
2.50	0.47	0.58		2.37	2.95	4
3.00	0.39	0.46		2.96	3.54	2
All Others						0

  

8. Proximity to Lindenhurst: Maximum 10 Points						
						Points
	0.00	to	19.90	Miles		10
	20.00	to	39.90	Miles		7
	40.00	to	59.90	Miles		4
	All Others					2

  

**Initial screen:**  
 Illinois communities in Lake, Du Page, Kane and McHenry Counties (plus Cook County within 30 miles) and with a population between 6,000 and 29,000 and an EAV less than \$1,500,000,000. Except Zion, for which financial information is unavailable

**Sources:**  
 (1) Illinois Comptroller Website - Local Government Data Warehouse  
<https://illinoiscomptroller.gov/constituent-services/local-government/local-government-warehouse>  
 (2) US Census Bureau: Population and Per Capita Income  
 (3) Google Maps: Proximity

Village of Lindenhurst, IL  
Criteria Comparisons - Sorted By Name

Comparable Community	County	Equalized Assessed Valuation (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expenditures (million)	Max Points	Number of Full Time Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax Revenue (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Lindenhurst	Lake	415.20	20	49,564	15	14,564	15	14.97	10	31	10	1.53	10	1.18	10	0.0	10	100
Antioch	Lake	465.90	20	49,486	15	15,108	15	39.15	2	76	4	5.10	0	4.05	0	7.0	10	66
Barrington	Cook	306.43	20	80,316	11	10,615	15	37.96	2	99	0	8.50	0	3.84	0	23.0	7	55
Batavia	Kane	1,422.33	0	55,346	15	26,555	11	110.96	0	175	0	6.59	0	9.13	0	53.0	4	30
Beach Park	Lake	272.51	15	30,697	11	14,212	15	10.40	10	15	4	0.88	7	0.00	0	12.0	10	72
Bensenville	DuPage	678.54	15	33,552	15	18,629	15	53.73	0	110	0	7.50	0	5.66	0	41.2	4	49
Burr Ridge	DuPage	1,367.71	0	99,277	7	11,202	15	21.42	10	59	7	4.63	0	1.36	10	54.0	4	53
Campton Hills	Kane	587.20	20	72,984	15	10,894	15	6.37	4	12	4	0.39	0	0.00	0	50.0	4	62
Cary	McHenry	632.48	15	48,512	15	18,031	15	23.17	7	56	7	2.30	10	3.04	2	25.0	7	78
Clarendon Hills	DuPage	669.12	15	85,146	11	8,703	11	19.98	10	33	10	1.25	10	4.68	0	51.0	4	71
Darien	DuPage	1,033.30	10	53,601	15	22,015	11	32.76	4	65	4	7.39	0	2.41	4	53.0	4	52
Elburn	Kane	252.73	15	58,248	15	6,826	7	9.56	7	28	10	1.41	10	1.02	10	56.0	4	78
Fox Lake	Lake	384.10	20	42,049	15	10,925	15	39.54	2	107	0	3.72	4	2.83	4	10.0	10	70
Geneva	Kane	1,238.43	5	70,240	15	21,168	15	82.72	0	143	0	6.50	0	5.78	0	58.0	4	39
Gilberts	Kane	265.16	15	46,460	15	9,075	11	14.46	10	25	10	0.56	2	1.29	10	37.0	7	80
Glencoe	Cook	1,209.83	5	145,321	3	8,720	11	46.07	0	112	0	3.18	4	12.47	0	27.0	7	30
Grayslake	Lake	737.56	15	53,833	15	21,262	15	33.62	4	91	2	1.54	10	2.92	4	7.0	10	75
Hampshire	Kane	280.30	20	55,677	15	8,864	11	12.88	10	32	10	1.79	10	1.19	10	46.0	4	90
Harvard	McHenry	177.66	10	26,464	11	9,408	11	14.39	10	44	10	1.77	10	1.96	7	35.0	7	76
Hawthorn Woods	Lake	553.67	20	89,228	11	9,584	11	12.52	10	40	10	0.40	0	2.18	7	18.0	10	79
Huntley	McHenry	1,409.43	0	47,225	15	28,495	11	40.68	2	109	0	6.14	0	5.03	0	36.0	7	35
Inverness	Cook	443.10	20	94,044	11	7,428	11	5.63	2	22	10	0.25	0	1.98	7	24.0	7	68
Island Lake	Lake	232.10	15	40,068	15	8,066	11	8.30	7	32	10	1.22	10	1.50	10	19.0	10	88
Itasca	DuPage	804.52	15	60,733	15	9,506	11	33.00	4	58	7	4.54	2	2.86	4	35.0	7	65
Johnsburg	McHenry	287.80	20	49,584	15	6,428	7	9.26	7	22	10	2.26	10	0.98	10	14.0	10	89
Lake in the Hills	McHenry	925.47	10	43,795	15	28,706	11	33.03	4	109	0	4.48	2	5.73	0	30.0	7	49
Lake Villa	Lake	267.84	15	49,496	15	8,737	11	12.53	10	33	10	1.10	10	2.12	7	3.0	10	88
Lake Zurich	Lake	939.32	10	63,070	15	19,960	15	61.03	0	172	0	8.09	0	8.95	0	18.0	10	50
Lakemoor	McHenry	159.41	5	42,703	15	6,451	7	15.35	10	17	7	2.24	10	0.66	7	14.0	10	71
Libertyville	Lake	1,431.09	0	81,283	11	20,643	15	59.81	0	159	0	11.21	0	8.22	0	12.0	10	36
Lincolnshire	Lake	743.28	15	96,420	11	8,008	11	25.09	7	61	7	2.33	7	2.07	7	17.0	10	75
Lisle	DuPage	1,205.26	5	63,483	15	23,548	11	36.33	4	90	2	6.94	0	4.59	0	49.0	4	41
Long Grove	Lake	624.09	15	101,162	7	8,393	11	5.80	2	4	0	1.56	10	0.00	0	18.0	10	55
Marengo	McHenry	180.67	10	35,638	15	7,699	11	10.64	10	29	10	1.25	10	1.87	7	40.0	4	77
McHenry	McHenry	930.30	10	47,096	15	28,825	11	54.92	0	151	0	13.36	0	5.00	0	17.0	10	46
Montgomery	Kane	645.15	15	36,453	15	21,957	11	40.69	2	82	2	7.00	0	2.56	4	67.0	0	49
North Aurora	Kane	705.86	15	50,943	15	19,329	15	25.39	7	70	4	7.15	0	2.58	4	63.0	0	60
Park City	Lake	59.33	0	25,679	11	7,940	11	6.51	4	22	10	0.60	2	0.67	7	10.0	10	55
Pingree Grove	Kane	365.84	20	53,652	15	11,512	15	14.65	10	31	10	0.66	4	0.68	7	41.0	4	85
Prospect Heights	Cook	529.33	20	48,868	15	15,566	15	17.75	10	49	7	1.86	10	0.48	4	25.0	7	88
Roselle	DuPage	924.61	10	50,062	15	22,871	11	53.12	0	115	0	0.81	7	6.71	0	38.0	7	50
Round Lake	Lake	418.57	20	42,300	15	18,654	15	22.10	10	51	7	1.06	10	4.24	0	8.0	10	87
Round Lake Beach	Lake	498.10	20	33,146	15	27,091	11	31.76	4	73	4	5.48	0	3.29	2	6.0	10	66
Round Lake Park	Lake	84.12	0	26,624	11	7,836	11	5.18	2	21	10	0.71	4	0.67	7	6.0	10	55
South Elgin	Kane	934.49	10	51,413	15	24,921	11	45.26	0	90	2	5.66	0	7.57	0	43.0	4	42
Sugar Grove	Kane	367.56	20	59,536	15	9,339	11	14.59	10	33	10	1.64	10	1.97	7	69.0	0	83
Vernon Hills	Lake	1,387.61	0	61,972	15	27,002	11	45.19	0	112	0	17.75	0	3.84	0	14.0	10	36
Villa Park	DuPage	773.55	15	44,519	15	22,020	11	60.66	0	128	0	6.53	0	4.45	0	44.0	4	45
Volo	Lake	194.39	10	52,735	15	7,361	11	11.97	10	12	4	0.23	0	1.20	10	13.0	10	70
Warrenville	DuPage	573.72	20	49,159	15	15,247	15	31.12	4	72	4	2.75	7	3.76	0	53.0	4	69
Wauconda	Lake	470.94	20	45,602	15	14,055	15	26.79	7	57	7	2.99	7	4.27	0	17.0	10	81
West Chicago	DuPage	1,063.08	5	38,263	15	25,469	11	51.07	0	117	0	5.51	0	4.59	0	49.0	4	35

Village of Lindenhurst, IL  
 Criteria Comparisons - Sorted By Name

Comparable Community	County	Equalized Assessed Valuation (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expenditures (million)	Max Points	Number of Full Time Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax Revenue (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Lindenhurst	Lake	415.20	20	49,564	15	14,564	15	14.97	10	31	10	1.53	10	1.18	10	0.0	10	100
West Dundee	Kane	339.62	20	49,903	15	7,906	11	36.36	4	59	7	1.60	10	6.07	0	34.0	7	74
Westmont	DuPage	1,058.52	5	54,524	15	24,308	11	60.78	0	108	0	11.93	0	6.12	0	50.0	4	35
Willowbrook	DuPage	537.18	20	56,589	15	9,179	11	26.65	7	46	10	5.64	0	0.21	0	51.0	4	67
Winfield	DuPage	457.76	20	65,130	15	10,199	15	15.66	10	33	10	2.41	7	1.17	10	49.0	4	91
Winthrop Harbor	Lake	152.81	5	47,771	15	6,565	7	7.68	7	29	10	0.74	4	1.88	7	16.0	10	65
Wood Dale	DuPage	766.78	15	40,667	15	13,983	15	50.91	0	98	0	4.07	2	3.59	0	37.0	7	54
Woodstock	McHenry	682.89	15	41,746	15	25,892	11	63.72	0	152	0	5.80	0	1.42	10	28.0	7	58

Village of Lindenhurst, IL  
Criteria Comparisons - Sorted By Rank

Comparable Community	County	Equalized Assessed Valuation (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expenditures (million)	Max Points	Number of Full Time Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax Revenue (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Lindenhurst	Lake	415.20	20	49,564	15	14,564	15	14.97	10	31	10	1.53	10	1.18	10	0.0	10	100
Winfield	DuPage	457.76	20	65,130	15	10,199	15	15.66	10	33	10	2.41	7	1.17	10	49.0	4	91
Johnsburg	McHenry	287.80	20	49,584	15	6,428	7	9.26	7	22	10	2.26	10	0.98	10	14.0	10	89
Prospect Heights	Cook	529.33	20	48,868	15	15,566	15	17.75	10	49	7	1.86	10	0.48	4	25.0	7	88
Hampshire	Kane	280.30	20	55,677	15	8,864	11	12.88	10	32	10	1.79	10	1.19	10	46.0	4	90
Lake Villa	Lake	267.84	15	49,496	15	8,737	11	12.53	10	33	10	1.10	10	2.12	7	3.0	10	88
Island Lake	Lake	232.10	15	40,068	15	8,066	11	8.30	7	32	10	1.22	10	1.50	10	19.0	10	88
Round Lake	Lake	418.57	20	42,300	15	18,654	15	22.10	10	51	7	1.06	10	4.24	0	8.0	10	87
Pingree Grove	Kane	365.84	20	53,652	15	11,512	15	14.65	10	31	10	0.66	4	0.68	7	41.0	4	85
Sugar Grove	Kane	367.56	20	59,536	15	9,339	11	14.59	10	33	10	1.64	10	1.97	7	69.0	0	83
Wauconda	Lake	470.94	20	45,602	15	14,055	15	26.79	7	57	7	2.99	7	4.27	0	17.0	10	81
Gilberts	Kane	265.16	15	46,460	15	9,075	11	14.46	10	25	10	0.56	2	1.29	10	37.0	7	80
Hawthorn Woods	Lake	553.67	20	89,228	11	9,584	11	12.52	10	40	10	0.40	0	2.18	7	18.0	10	79
Cary	McHenry	632.48	15	48,512	15	18,031	15	23.17	7	56	7	2.30	10	3.04	2	25.0	7	78
Marengo	McHenry	180.67	10	35,638	15	7,699	11	10.64	10	29	10	1.25	10	1.87	7	40.0	4	77
Harvard	McHenry	177.66	10	26,464	11	9,408	11	14.39	10	44	10	1.79	10	1.96	7	35.0	7	76
Elburn	Kane	252.73	15	58,248	15	6,826	7	9.56	7	28	10	1.41	10	1.02	10	56.0	4	78
Grayslake	Lake	737.56	15	53,833	15	21,262	15	33.62	4	91	2	1.54	10	2.92	4	7.0	10	75
Lincolnshire	Lake	743.28	15	96,420	11	8,008	11	25.09	7	61	7	2.33	7	2.07	7	17.0	10	75
West Dundee	Kane	339.62	20	49,903	15	7,906	11	36.36	4	59	7	1.60	10	6.07	0	34.0	7	74
Beach Park	Lake	272.51	15	30,697	11	14,212	15	10.40	10	15	4	0.88	7	0.00	0	12.0	10	72
Lakemoor	McHenry	159.41	5	42,703	15	6,451	7	15.35	10	17	7	2.24	10	0.66	7	14.0	10	71
Fox Lake	Lake	384.10	20	42,049	15	10,925	15	39.54	2	107	0	3.72	4	2.83	4	10.0	10	70
Volo	Lake	194.39	10	52,735	15	7,361	11	11.97	10	12	4	0.23	0	1.20	10	13.0	10	70
Clarendon Hills	DuPage	669.12	15	85,146	11	8,703	11	19.98	10	33	10	1.25	10	4.68	0	51.0	4	71
Inverness	Cook	443.10	20	94,044	11	7,428	11	5.63	2	22	10	0.25	0	1.98	7	24.0	7	68
Warrenville	DuPage	573.72	20	49,159	15	15,247	15	31.12	4	72	4	2.75	7	3.76	0	53.0	4	69
Round Lake Beach	Lake	498.10	20	33,146	15	27,091	11	31.76	4	73	4	5.48	0	3.29	2	6.0	10	66
Antioch	Lake	465.90	20	49,486	15	15,108	15	39.15	2	76	4	5.10	0	4.05	0	7.0	10	66
Itasca	DuPage	804.52	15	60,733	15	9,506	11	33.00	4	58	7	4.54	2	2.86	4	35.0	7	65
Willowbrook	DuPage	537.18	20	56,589	15	9,179	11	26.65	7	46	10	5.64	0	0.21	0	51.0	4	67
Winthrop Harbor	Lake	152.81	5	47,771	15	6,565	7	7.68	7	29	10	0.74	4	1.88	7	16.0	10	65
North Aurora	Kane	705.86	15	50,943	15	19,329	15	25.39	7	70	4	7.15	0	2.58	4	63.0	0	60
Campton Hills	Kane	587.20	20	72,984	15	10,894	15	6.37	4	12	4	0.39	0	0.00	0	50.0	4	62
Woodstock	McHenry	682.89	15	41,746	15	25,892	11	63.72	0	152	0	5.80	0	1.42	10	28.0	7	58
Barrington	Cook	306.43	20	80,316	11	10,615	15	37.96	2	99	0	8.50	0	3.84	0	23.0	7	55
Long Grove	Lake	624.09	15	101,162	7	8,393	11	5.80	2	4	0	1.56	10	0.00	0	18.0	10	55
Park City	Lake	59.33	0	25,679	11	7,940	11	6.51	4	22	10	0.60	2	0.67	7	10.0	10	55
Round Lake Park	Lake	84.12	0	26,624	11	7,836	11	5.18	2	21	10	0.71	4	0.67	7	6.0	10	55
Wood Dale	DuPage	766.78	15	40,667	15	13,983	15	50.91	0	98	0	4.07	2	3.59	0	37.0	7	54
Burr Ridge	DuPage	1,367.71	0	99,277	7	11,202	15	21.42	10	59	7	4.63	0	1.36	10	54.0	4	53
Roselle	DuPage	924.61	10	50,062	15	22,871	11	53.12	0	115	0	0.81	7	6.71	0	38.0	7	50
Darien	DuPage	1,033.30	10	53,601	15	22,015	11	32.76	4	65	4	7.39	0	2.41	4	53.0	4	52
Lake Zurich	Lake	939.32	10	63,070	15	19,960	15	61.03	0	172	0	8.09	0	8.95	0	18.0	10	50
Lake in the Hills	McHenry	925.47	10	43,795	15	28,706	11	33.03	4	109	0	4.48	2	5.73	0	30.0	7	49
Montgomery	Kane	645.15	15	36,453	15	21,957	11	40.69	2	82	2	7.00	0	2.56	4	67.0	0	49
Bensenville	DuPage	678.54	15	33,552	15	18,629	15	53.73	0	110	0	7.50	0	5.66	0	41.2	4	49
McHenry	McHenry	930.30	10	47,096	15	28,825	11	54.92	0	151	0	13.36	0	5.00	0	17.0	10	46
Villa Park	DuPage	773.55	15	44,519	15	22,020	11	60.66	0	128	0	6.53	0	4.45	0	44.0	4	45
South Elgin	Kane	934.49	10	51,413	15	24,921	11	45.26	0	90	2	5.66	0	7.57	0	43.0	4	42
Lisle	DuPage	1,205.26	5	63,483	15	23,548	11	36.33	4	90	2	6.94	0	4.59	0	49.0	4	41
Geneva	Kane	1,238.43	5	70,240	15	21,168	15	82.72	0	143	0	6.50	0	5.78	0	58.0	4	39

Village of Lindenhurst, IL  
Criteria Comparisons - Sorted By Rank

Comparable Community	County	Equalized Assessed Valuation (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expenditures (million)	Max Points	Number of Full Time Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax Revenue (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Lindenhurst	Lake	415.20	20	49,564	15	14,564	15	14.97	10	31	10	1.53	10	1.18	10	0.0	10	100
Vernon Hills	Lake	1,387.61	0	61,972	15	27,002	11	45.19	0	112	0	17.75	0	3.84	0	14.0	10	36
Libertyville	Lake	1,431.09	0	81,283	11	20,643	15	59.81	0	159	0	11.21	0	8.22	0	12.0	10	36
Huntley	McHenry	1,409.43	0	47,225	15	28,495	11	40.68	2	109	0	6.14	0	5.03	0	36.0	7	35
West Chicago	DuPage	1,063.08	5	38,263	15	25,469	11	51.07	0	117	0	5.51	0	4.59	0	49.0	4	35
Westmont	DuPage	1,058.52	5	54,524	15	24,308	11	60.78	0	108	0	11.93	0	6.12	0	50.0	4	35
Glencoe	Cook	1,209.83	5	145,321	3	8,720	11	46.07	0	112	0	3.18	4	12.47	0	27.0	7	30
Batavia	Kane	1,422.33	0	55,346	15	26,555	11	110.96	0	175	0	6.59	0	9.13	0	53.0	4	30

Village of Lindenhurst, IL  
 Top Comparables - Total Comparability Points of 75 or Greater

Comparable Community	County	Equalized Assessed Valuation (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expenditures (million)	Max Points	Number of Full Time Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax Revenue (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Lindenhurst	Lake	415.20	20	49,564	15	14,564	15	14.97	10	31	10	1.53	10	1.18	10	0.0	10	100
Winfield	DuPage	457.76	20	65,130	15	10,199	15	15.66	10	33	10	2.41	7	1.17	10	49.0	4	91
Johnsburg	McHenry	287.80	20	49,584	15	6,428	7	9.26	7	22	10	2.26	10	0.98	10	14.0	10	89
Prospect Heights	Cook	529.33	20	48,868	15	15,566	15	17.75	10	49	7	1.86	10	0.48	4	25.0	7	88
Hampshire	Kane	280.30	20	55,677	15	8,864	11	12.88	10	32	10	1.79	10	1.19	10	46.0	4	90
Lake Villa	Lake	267.84	15	49,496	15	8,737	11	12.53	10	33	10	1.10	10	2.12	7	3.0	10	88
Island Lake	Lake	232.10	15	40,068	15	8,066	11	8.30	7	32	10	1.22	10	1.50	10	19.0	10	88
Round Lake	Lake	418.57	20	42,300	15	18,654	15	22.10	10	51	7	1.06	10	4.24	0	8.0	10	87
Pingree Grove	Kane	365.84	20	53,652	15	11,512	15	14.65	10	31	10	0.66	4	0.68	7	41.0	4	85
Sugar Grove	Kane	367.56	20	59,536	15	9,339	11	14.59	10	33	10	1.64	10	1.97	7	69.0	0	83
Wauconda	Lake	470.94	20	45,602	15	14,055	15	26.79	7	57	7	2.99	7	4.27	0	17.0	10	81
Gilberts	Kane	265.16	15	46,460	15	9,075	11	14.46	10	25	10	0.56	2	1.29	10	37.0	7	80
Hawthorn Woods	Lake	553.67	20	89,228	11	9,584	11	12.52	10	40	10	0.40	0	2.18	7	18.0	10	79
Cary	McHenry	632.48	15	48,512	15	18,031	15	23.17	7	56	7	2.30	10	3.04	2	25.0	7	78
Marengo	McHenry	180.67	10	35,638	15	7,699	11	10.64	10	29	10	1.25	10	1.87	7	40.0	4	77
Harvard	McHenry	177.66	10	26,464	11	9,408	11	14.39	10	44	10	1.77	10	1.96	7	35.0	7	76
Elburn	Kane	252.73	15	58,248	15	6,826	7	9.56	7	28	10	1.41	10	1.02	10	56.0	4	78
Grayslake	Lake	737.56	15	53,833	15	21,262	15	33.62	4	91	2	1.54	10	2.92	4	7.0	10	75
Lincolnshire	Lake	743.28	15	96,420	11	8,008	11	25.09	7	61	7	2.33	7	2.07	7	17.0	10	75

The following peers were added at client's request:

Antioch	Lake	465.90	20	49,486	15	15,108	15	39.15	2	76	4	5.10	0	4.05	0	7.0	10	66
Fox Lake	Lake	384.10	20	42,049	15	10,925	15	39.54	2	107	0	3.72	4	2.83	4	10.0	10	70
Lake Zurich	Lake	939.32	10	63,070	15	19,960	15	61.03	0	172	0	8.09	0	8.95	0	18.0	10	50
Round Lake Beach	Lake	498.10	20	33,146	15	27,091	11	31.76	4	73	4	5.48	0	3.29	2	6.0	10	66
Volo	Lake	194.39	10	52,735	15	7,361	11	11.97	10	12	4	0.23	0	1.20	10	13.0	10	70

# APPENDIX C

Village of Lindenhurst, IL  
Market Survey Salary Data

	Customer Service Representative			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Front Desk Clerk	51,106	57,574	51,113
City of Marengo	Does not have position			
City of Prospect Heights	Does not have position			
Village of Antioch	Does not have position			
Village of Cary	Customer Service Specialist			60,000
Village of Elburn	Does not have position			
Village of Fox Lake	Does not have position			
Village of Gilberts	Does not have position			
Village of Grayslake	Does not have position			
Village of Hampshire	Does not have position			
Village of Hawthorn Woods	na			
Village of Island Lake	Does not have position			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Receptionist	37,404	51,097	
Village of Lake Zurich	Receptionist	52,500	73,500	60,195
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	Customer Service Rep.	50,000	70,000	55,500
Village of Round Lake	Customer Service Asst.			47,471
Village of Round Lake Beach	Clerk	51,516	59,945	59,945
Village of Sugar Grove	Does not have position			
Village of Volo	Customer Service Rep I			62,400
Village of Wauconda	Does not have position			
Village of Winfield	Does not have position			
Lindenhurst, IL	Customer Service Representative			
Range Data				
Average		48,505	62,423	56,661
50th Percentile		51,106	59,945	59,945
60th Percentile		51,270	63,967	59,978
65th Percentile		51,352	65,978	59,995
70th Percentile		51,434	67,989	60,039
75th Percentile		51,516	70,000	60,098
80th Percentile		51,713	70,700	60,156
Actual Data				
Average		50,994	67,993	
50th Percentile		53,951	71,934	
60th Percentile		53,980	71,974	
65th Percentile		53,995	71,993	
70th Percentile		54,035	72,047	
75th Percentile		54,088	72,117	
80th Percentile		54,140	72,187	

Village of Lindenhurst, IL  
Market Survey Salary Data

Finance Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Water Invoice Clerk	64,022	70,533	51,113
City of Marengo	Does not have position			
City of Prospect Heights	Senior Financial Analyst - Contracted			
Village of Antioch	Accounting Asst.	61,781	86,494	
Village of Cary	Fiscal Asst. II	57,785	83,789	
Village of Elburn	Utility Billing Specialist	53,900	72,765	70,355
Village of Fox Lake	Utility Billing/Payroll Clerk	61,000	85,400	75,333
Village of Gilberts	Finance / UB Clerk			51,674
Village of Grayslake	Contracted			
Village of Hampshire	Does not have position			
Village of Hawthorn Woods	na			
Village of Island Lake	Does not have position			
Village of Johnsburg	Accountant			61,000
Village of Lake Villa	Finance Clerk	47,739	65,215	48,995
Village of Lake Zurich	Accounts Payable Clerk	52,500	73,500	61,422
Village of Lincolnshire	Finance Clerk			32,776
Village of Pingree Grove	na			
Village of Round Lake	Utility Billing Specialist			59,408
Village of Round Lake Beach	na			
Village of Sugar Grove	Does not have position			
Village of Volo	na			
Village of Wauconda	Water Billing Clerk			96,291
Village of Winfield	Utility Billing Clerk			80,621
Lindenhurst, IL	Finance Assistant	62,961	93,556	67,392
Range Data				
Average		56,961	76,814	62,635
50th Percentile		57,785	73,500	61,000
60th Percentile		59,714	79,673	61,422
65th Percentile		60,679	82,760	65,889
70th Percentile		61,156	84,111	70,355
75th Percentile		61,391	84,595	72,844
80th Percentile		61,625	85,078	75,333
Actual Data				
Average		56,372	75,162	
50th Percentile		54,900	73,200	
60th Percentile		55,280	73,706	
65th Percentile		59,300	79,066	
70th Percentile		63,320	84,426	
75th Percentile		65,560	87,413	
80th Percentile		67,800	90,400	

Village of Lindenhurst, IL  
Market Survey Salary Data

Administrative Services Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Deputy City Clerk/Admin. Asst.	52,000	72,800	67,113
City of Marengo	na			
City of Prospect Heights	Admin. Asst.	49,952	81,020	
Village of Antioch	Admin. Asst.	52,000	72,800	
Village of Cary	Admin. Asst. I	43,181	62,611	
Village of Elburn	Admin. Asst. (PW) /Village Clerk	56,595	76,403	
Village of Fox Lake	Admin. Asst.	51,000	71,400	
Village of Gilberts	na			
Village of Grayslake	Does not have position			
Village of Hampshire	na			
Village of Hawthorn Woods	Specialist 1/Admin Assist.	54,300	60,300	65,118
Village of Island Lake	na			
Village of Johnsburg	Collector/Admin. Assist/Bldg. Supp.			43,992
Village of Lake Villa	Admin. Asst.	43,300	59,152	
Village of Lake Zurich	Admin. Aide	55,125	77,175	
Village of Lincolnshire	Admin. Asst. I	57,100	81,500	71,932
Village of Pingree Grove	na			
Village of Round Lake	Does not have position			
Village of Round Lake Beach	na			
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	Admin. Asst.			86,913
Village of Winfield	na			
Lindenhurst, IL	Administrative Services Assistant	62,961	93,556	64,979
Range Data				
Average		51,455	71,516	67,014
50th Percentile		52,000	72,800	67,113
60th Percentile		52,920	74,241	69,041
65th Percentile		53,955	75,863	70,004
70th Percentile		54,548	76,635	70,968
75th Percentile		54,919	76,982	71,932
80th Percentile		55,419	77,944	74,928
Actual Data				
Average		60,312	80,416	
50th Percentile		60,402	80,536	
60th Percentile		62,137	82,849	
65th Percentile		63,004	84,005	
70th Percentile		63,871	85,162	
75th Percentile		64,739	86,318	
80th Percentile		67,435	89,914	



Village of Lindenhurst, IL  
Market Survey Salary Data

Deputy Village Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Deputy City Clerk/Admin. Asst.	52,000	72,800	67,113
City of Marengo	na			
City of Prospect Heights	Deputy Clerk	52,163	82,423	
Village of Antioch	Only has Village Clerk/HR Mgr.			
Village of Cary	Deputy Village Clerk	57,785	83,789	
Village of Elburn	Deputy Village Clerk	53,900	72,765	53,900
Village of Fox Lake	Deputy Clerk/Admin. Asst.	78,000	109,200	
Village of Gilberts	Only has Village Clerk			
Village of Grayslake	Deputy Village Clerk/Admin. Mgr.	72,994	97,809	83,200
Village of Hampshire	Only has Village Clerk			
Village of Hawthorn Woods	na			
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Does not have position			
Village of Lake Zurich	na			
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	na			
Village of Round Lake	na			
Village of Round Lake Beach	Only has Clerk			
Village of Sugar Grove	Only has Clerk			
Village of Volo	na			
Village of Wauconda	Admin Asst. & Deputy Clerk			81,222
Village of Winfield	na			
Lindenhurst, IL	Deputy Village Clerk			
Range Data				
Average		61,140	86,464	71,359
50th Percentile		55,843	83,106	74,168
60th Percentile		57,785	83,789	78,400
65th Percentile		61,587	87,294	80,517
70th Percentile		65,390	90,799	81,420
75th Percentile		69,192	94,304	81,717
80th Percentile		72,994	97,809	82,013
Actual Data				
Average		64,223	85,631	
50th Percentile		66,751	89,001	
60th Percentile		70,560	94,080	
65th Percentile		72,465	96,620	
70th Percentile		73,278	97,704	
75th Percentile		73,545	98,060	
80th Percentile		73,812	98,416	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Management Analyst			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	na			
City of Prospect Heights	Management Analyst	51,375	82,200	
Village of Antioch	Does not have position			
Village of Cary	Management Analyst	71,195	103,232	
Village of Elburn	Does not have position			
Village of Fox Lake	Management Analyst	61,000	85,400	67,914
Village of Gilberts	Management Analyst			69,882
Village of Grayslake	Management Analyst	69,161	93,367	64,500
Village of Hampshire	na			
Village of Hawthorn Woods	Specialist 2/Analyst	60,300	66,000	
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Does not have position			
Village of Lake Zurich	na			
Village of Lincolnshire	Management Analyst	68,670	98,100	73,000
Village of Pingree Grove	na			
Village of Round Lake	na			
Village of Round Lake Beach	na			
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	na			
Lindenhurst, IL	Management Analyst			
Range Data				
Average		63,617	88,050	68,824
50th Percentile		64,835	89,384	68,898
60th Percentile		68,670	93,367	69,488
65th Percentile		68,793	94,550	69,783
70th Percentile		68,916	95,734	70,193
75th Percentile		69,038	96,917	70,661
80th Percentile		69,161	98,100	71,129
Actual Data				
Average		61,941	82,589	
50th Percentile		62,008	82,677	
60th Percentile		62,539	83,386	
65th Percentile		62,805	83,740	
70th Percentile		63,174	84,232	
75th Percentile		63,595	84,793	
80th Percentile		64,016	85,355	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Assistant to the Village Administrator			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	na			
City of Prospect Heights	Asst. to the City Administrator	66,788	102,750	
Village of Antioch	Admin Asst to Village Administrator	61,781	86,494	68,595
Village of Cary	Asst. to the Administrator	82,417	119,504	
Village of Elburn	Does not have position			
Village of Fox Lake	Asst to the Vlg. Admin./Deputy Clerk	115,000	161,000	92,610
Village of Gilberts	Does not have position			
Village of Grayslake	Executive Secretary	49,405	66,200	
Village of Hampshire	Asst to the Village Mgr.			105,000
Village of Hawthorn Woods	na			
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Asst. to the Village Administrator	77,730	106,185	104,499
Village of Lake Zurich	Asst. to the Village Mgr.	60,775	85,085	74,986
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	Asst. to the Village Administrator	90,000	120,000	94,500
Village of Round Lake	Asst. To The Village Administrator			95,233
Village of Round Lake Beach	Asst. to the Village Administrator	75,000	115,000	
Village of Sugar Grove	Executive Asst./Village Clerk			79,120
Village of Volo	na			
Village of Wauconda	Executive Asst. to Mayor & VA			81,579
Village of Winfield	Asst. to the Village Mgr.			88,878
Lindenhurst, IL	Assistant to the Village Administrator	82,254	122,225	90,000
Range Data				
Average		75,433	106,913	88,500
50th Percentile		75,000	106,185	90,744
60th Percentile		77,184	113,237	93,366
65th Percentile		78,667	115,901	94,217
70th Percentile		80,542	117,702	94,720
75th Percentile		82,417	119,504	95,050
80th Percentile		85,450	119,702	97,086
Actual Data				
Average		79,650	106,200	
50th Percentile		81,670	108,893	
60th Percentile		84,029	112,039	
65th Percentile		84,795	113,060	
70th Percentile		85,248	113,664	
75th Percentile		85,545	114,060	
80th Percentile		87,378	116,504	

Village of Lindenhurst, IL  
Market Survey Salary Data

Assistant Village Administrator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Deputy Administrator/Finance Dir.	123,500	172,900	
City of Marengo	na			
City of Prospect Heights	Asst. City Administrator	84,576	127,106	
Village of Antioch	Asst. Village Administrator	125,840	176,176	136,004
Village of Cary	Asst. Village Administrator	109,720	148,120	125,000
Village of Elburn	Asst. Village Administrator	96,945	130,876	100,096
Village of Fox Lake	na			
Village of Gilberts	na			
Village of Grayslake	Deputy Village Mgr.	130,413	176,056	141,000
Village of Hampshire	Does not have position			
Village of Hawthorn Woods	Asst. Dir./Deputy Dir.	107,000	137,000	
Village of Island Lake	na			
Village of Johnsburg	Asst. Administrator			100,000
Village of Lake Villa	Does not have position			
Village of Lake Zurich	Asst. Village Mgr.	129,302	181,022	170,466
Village of Lincolnshire	Asst. Village Mgr/Economic Dev. Dir.			
Village of Pingree Grove	na			
Village of Round Lake	na			
Village of Round Lake Beach	Asst. Village Administrator	124,000	150,000	
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	na			
Lindenhurst, IL	Assistant Village Administrator			
Range Data				
Average		114,588	155,473	128,761
50th Percentile		123,500	150,000	130,502
60th Percentile		123,900	168,320	136,004
65th Percentile		124,368	173,531	137,253
70th Percentile		125,104	174,794	138,502
75th Percentile		125,840	176,056	139,751
80th Percentile		127,225	176,104	141,000
Actual Data				
Average		115,885	154,513	
50th Percentile		117,452	156,602	
60th Percentile		122,404	163,205	
65th Percentile		123,528	164,704	
70th Percentile		124,652	166,202	
75th Percentile		125,776	167,701	
80th Percentile		126,900	169,200	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Village Administrator			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	City Administrator	158,500	221,900	Vacant
City of Marengo	na			
City of Prospect Heights	na			
Village of Antioch	Village Administrator	164,000	229,600	
Village of Cary	Village Administrator	162,832	219,821	183,747
Village of Elburn	Village Administrator	149,700	202,095	165,095
Village of Fox Lake	Village Administrator	175,000	245,000	154,350
Village of Gilberts	Village Administrator			143,300
Village of Grayslake	Village Mgr.			295,000
Village of Hampshire	Village Mgr.			147,280
Village of Hawthorn Woods	Chief Operating Officer	187,800	257,600	225,256
Village of Island Lake	na			
Village of Johnsburg	Administrator			178,231
Village of Lake Villa	Village Administrator			162,817
Village of Lake Zurich	Village Mgr.			220,102
Village of Lincolnshire	Village Mgr.			257,715
Village of Pingree Grove	Village Mgr.			151,672
Village of Round Lake	Village Administrator			173,603
Village of Round Lake Beach	Village Administrator	165,000	210,000	170,000
Village of Sugar Grove	Village Administrator			180,353
Village of Volo	Village Administrator			213,200
Village of Wauconda	Village Administrator			239,845
Village of Winfield	Village Mgr.			220,000
Lindenhurst, IL	Village Administrator	na	na	176,800
Range Data				
Average		166,119	226,574	193,420
50th Percentile		164,000	221,900	179,292
60th Percentile		164,600	226,520	189,638
65th Percentile		164,900	228,830	213,540
70th Percentile		167,000	232,680	219,320
75th Percentile		170,000	237,300	220,077
80th Percentile		173,000	241,920	223,194
Actual Data				
Average		174,078	232,104	
50th Percentile		161,363	215,150	
60th Percentile		170,674	227,565	
65th Percentile		192,186	256,248	
70th Percentile		197,388	263,184	
75th Percentile		198,069	264,092	
80th Percentile		200,875	267,833	

Village of Lindenhurst, IL  
Market Survey Salary Data

Building Permit Coordinator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	na			
City of Prospect Heights	Admin Asst./Permit Coord.	49,952	81,020	
Village of Antioch	Permits Coordinator	52,000	72,800	
Village of Cary	Permit Coordinator	78,492	113,815	99,590
Village of Elburn	Permit Technician	53,900	72,765	
Village of Fox Lake	Does not have position			
Village of Gilberts	Building Clerk			53,216
Village of Grayslake	Does not have position			
Village of Hampshire	na			
Village of Hawthorn Woods	Coordinator	66,000	72,000	
Village of Island Lake	na			
Village of Johnsburg	Collector/Admin. Assist/Bldg. Supp.			43,992
Village of Lake Villa	Does not have position			
Village of Lake Zurich	Permit Coordinator	55,125	77,175	64,334
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	na			
Village of Round Lake	Permit Technician			52,058
Village of Round Lake Beach	Building Permit Coordinator	42,000	54,000	
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	Permit Technician			73,778
Lindenhurst, IL	Building Permit Coordinator	51,798	76,970	72,883
Range Data				
Average		56,781	77,654	64,495
50th Percentile		53,900	72,800	58,775
60th Percentile		54,635	75,425	64,334
65th Percentile		55,003	76,738	66,695
70th Percentile		57,300	77,944	69,056
75th Percentile		60,563	79,098	71,417
80th Percentile		63,825	80,251	73,778
Actual Data				
Average		58,045	77,394	
50th Percentile		52,898	70,530	
60th Percentile		57,901	77,201	
65th Percentile		60,026	80,034	
70th Percentile		62,150	82,867	
75th Percentile		64,275	85,700	
80th Percentile		66,400	88,534	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Economic Development Coordinator			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	na			
City of Prospect Heights	Does not have position			
Village of Antioch	Business Liaison Specialist	75,000	105,000	81,800
Village of Cary	Does not have position			
Village of Elburn	Does not have position			
Village of Fox Lake	Dev. Services Mgr.	78,000	109,200	
Village of Gilberts	Does not have position			
Village of Grayslake	Planner/ Dev. Coordinator	84,066	113,488	105,000
Village of Hampshire	na			
Village of Hawthorn Woods	Does not have position			
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Does not have position			
Village of Lake Zurich	na			
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	na			
Village of Round Lake	na			
Village of Round Lake Beach	na			
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	na			
Lindenhurst, IL	Economic Development Coordinator	66,109	98,234	76,875
Range Data				
Average		79,022	109,229	
50th Percentile		78,000	109,200	
60th Percentile		79,213	110,058	
65th Percentile		79,820	110,486	
70th Percentile		80,426	110,915	
75th Percentile		81,033	111,344	
80th Percentile		81,640	111,773	
Actual Data				
Average		-	-	
50th Percentile		-	-	
60th Percentile		-	-	
65th Percentile		-	-	
70th Percentile		-	-	
75th Percentile		-	-	
80th Percentile		-	-	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Crew Supervisor			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	na			
City of Prospect Heights	Foreman			
Village of Antioch	Supv. Building Maintenance	75,000	105,000	76,560
Village of Cary	Does not have position			
Village of Elburn	Chief Wastewater Treatment Operator	96,945	130,876	100,000
Village of Fox Lake	Streets Supv.	90,000	126,000	97,755
Village of Gilberts	Does not have position			
Village of Grayslake	Crew Supv.	76,250	102,937	92,000
Village of Hampshire	Street Supv.			94,640
Village of Hawthorn Woods	na			
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Does not have position			
Village of Lake Zurich	Operations Supv. Utilities	90,738	127,033	90,738
Village of Lincolnshire	Does not have position			
Village of Pingree Grove	Streets and Water Supv.	78,000	100,000	91,829
Village of Round Lake	Does not have position			
Village of Round Lake Beach	na			
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	na			
Lindenhurst, IL	Crew Supervisor			
Range Data				
Average		84,489	115,308	91,932
50th Percentile		84,000	115,500	92,000
60th Percentile		90,000	126,000	93,584
65th Percentile		90,185	126,258	94,376
70th Percentile		90,369	126,517	95,263
75th Percentile		90,554	126,775	96,198
80th Percentile		90,738	127,033	97,132
Actual Data				
Average		82,739	110,318	
50th Percentile		82,800	110,400	
60th Percentile		84,226	112,301	
65th Percentile		84,938	113,251	
70th Percentile		85,737	114,316	
75th Percentile		86,578	115,437	
80th Percentile		87,419	116,558	

Village of Lindenhurst, IL  
Market Survey Salary Data

Utility System Manager (Utility Superintendent)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	Does not have position			
City of Prospect Heights	Does not have position			
Village of Antioch	Does not have position			
Village of Cary	Utilities Supt.	95,408	138,341	120,350
Village of Elburn	Does not have position			
Village of Fox Lake	Water and Sewer System Supv.	90,000	126,000	112,397
Village of Gilberts	Utilities Supt.			97,850
Village of Grayslake	Asst. Dir. of Public Works	97,316	131,376	
Village of Hampshire	Does not have position			
Village of Hawthorn Woods	na			
Village of Island Lake	Does not have position			
Village of Johnsburg	Does not have position			
Village of Lake Villa	na			
Village of Lake Zurich	Supt. - Utilities	102,917	144,084	121,693
Village of Lincolnshire	Utilities Supt.	114,900	153,200	134,434
Village of Pingree Grove	Wastewater Supv.	78,000	100,000	85,674
Village of Round Lake	na			
Village of Round Lake Beach	Supt.	75,000	95,000	91,000
Village of Sugar Grove	Does not have position			
Village of Volo	na			
Village of Wauconda	Does not have position			
Village of Winfield	Does not have position			
Lindenhurst, IL	Utility System Manager (Utility Supt.)	99,980	148,565	123,394
Range Data				
Average		93,363	126,857	109,057
50th Percentile		95,408	131,376	112,397
60th Percentile		96,553	135,555	117,169
65th Percentile		97,125	137,645	119,555
70th Percentile		98,436	139,490	120,619
75th Percentile		100,117	141,213	121,022
80th Percentile		101,797	142,936	121,424
Actual Data				
Average		98,151	130,868	
50th Percentile		101,157	134,876	
60th Percentile		105,452	140,603	
65th Percentile		107,599	143,466	
70th Percentile		108,557	144,742	
75th Percentile		108,919	145,226	
80th Percentile		109,282	145,709	

Village of Lindenhurst, IL  
Market Survey Salary Data

Superintendent of Public Works				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Does not have position			
City of Marengo	Utility Supt.			128,842
City of Prospect Heights	Public Works Supt.	Vacant & not funded		
Village of Antioch	Supv. - Water/WWTP	104,000	145,600	103,155
Village of Cary	Public Works Supt.	95,408	138,341	115,000
Village of Elburn	Does not have position			
Village of Fox Lake	Does not have position			
Village of Gilberts	Does not have position			
Village of Grayslake	Supt. of Public Works	112,656	152,084	115,000
Village of Hampshire	na			
Village of Hawthorn Woods	Supt. - PW/Parks & Recreation	92,000	107,000	102,309
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Supt. of Public Works	79,242	108,251	105,310
Village of Lake Zurich	Asst. Public Works Dir.	121,410	169,974	140,509
Village of Lincolnshire	Asst. PW Dir./Engineer	123,400	176,200	161,407
Village of Pingree Grove	na			
Village of Round Lake	Asst. Public Works Dir.			108,214
Village of Round Lake Beach	Asst. Dir	95,000	120,000	103,000
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	Supt. of Operations PW			157,314
Village of Winfield	na			
Lindenhurst, IL	Superintendent of Public Works	109,177	162,232	137,456
Range Data				
Average		102,890	139,681	121,824
50th Percentile		99,704	141,971	115,000
60th Percentile		105,731	146,897	115,000
65th Percentile		108,761	149,166	121,921
70th Percentile		111,790	151,436	128,842
75th Percentile		114,845	156,557	134,676
80th Percentile		117,908	162,818	140,509
Actual Data				
Average		109,641	146,188	
50th Percentile		103,500	138,000	
60th Percentile		103,500	138,000	
65th Percentile		109,729	146,305	
70th Percentile		115,958	154,611	
75th Percentile		121,208	161,611	
80th Percentile		126,458	168,611	

Village of Lindenhurst, IL  
Market Survey Salary Data

Director of Operations (Public Works Director)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Public Works Dir.	93,500	130,900	100,153
City of Marengo	Public Works Dir.			160,101
City of Prospect Heights	Public Works Dir.	105,997	169,538	
Village of Antioch	Dir. - Public Works	125,840	176,176	157,163
Village of Cary	Public Works & Engineering Dir.	146,036	197,149	167,253
Village of Elburn	Dir. of Public Works	131,639	177,712	137,166
Village of Fox Lake	Dir. of Public Works	115,000	161,000	150,000
Village of Gilberts	Public Works Dir.			119,954
Village of Grayslake	Dir. of Public Works & Engineering	158,519	213,997	176,550
Village of Hampshire	Supv. of Utilities			116,480
Village of Hawthorn Woods	Public Works Dir./Village Engineer	137,000	187,800	172,639
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Dir. of Public Works / Finance Dir.	94,481	129,069	
Village of Lake Zurich	Public Works Dir.	129,302	181,022	156,509
Village of Lincolnshire	PW Dir.	145,300	207,500	193,560
Village of Pingree Grove	Public Works Dir.	120,000	160,000	130,464
Village of Round Lake	Dir. of Public Works			146,885
Village of Round Lake Beach	Dir. of Operations (Public Works Dir.)	124,000	165,000	134,000
Village of Sugar Grove	Public Works Dir.			152,519
Village of Volo	Dir. of Public Works			120,619
Village of Wauconda	Dir. of Public Works			175,935
Village of Winfield	Public Works Supt.			152,006
Lindenhurst, IL	Director of Operations (PW Director)	133,983	199,092	156,912
Range Data				
Average		125,124	173,605	148,419
50th Percentile		125,840	176,176	152,006
60th Percentile		129,769	178,374	155,711
65th Percentile		131,171	180,360	156,967
70th Percentile		133,783	183,733	158,926
75th Percentile		137,000	187,800	163,677
80th Percentile		141,980	193,409	169,407
Actual Data				
Average		133,577	178,102	
50th Percentile		136,805	182,407	
60th Percentile		140,140	186,853	
65th Percentile		141,270	188,360	
70th Percentile		143,033	190,711	
75th Percentile		147,309	196,412	
80th Percentile		152,467	203,289	

Village of Lindenhurst, IL  
Market Survey Salary Data

Records Clerk/Records Assistant (Police)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Dispatch/Records	57,013	65,853	65,082
City of Marengo	PD Records Clerk			83,138
City of Prospect Heights	Desk Officer/Records Clerk	49,952	81,142	
Village of Antioch	Police Records Asst.	52,000	72,800	53,170
Village of Cary	Records Asst.	48,518	70,350	64,646
Village of Elburn	Police Records Specialist	53,900	72,765	63,000
Village of Fox Lake	PD Records Clerk	51,000	71,400	65,463
Village of Gilberts	Police Admin Specialist			51,717
Village of Grayslake	Records/ Project Asst.	57,192	76,635	66,150
Village of Hampshire	Records Clerk			52,480
Village of Hawthorn Woods	Office and Police Records Mgr.	80,000	92,000	80,091
Village of Island Lake	na			
Village of Johnsburg	Police Clerk	38,626	58,469	
Village of Lake Villa	Records Clerk	52,632	71,899	
Village of Lake Zurich	Records Clerk	52,500	73,500	62,483
Village of Lincolnshire	Records Clerk	55,930	79,900	68,168
Village of Pingree Grove	Records Clerk/Records Asst. (Police)	50,000	70,000	62,000
Village of Round Lake	Records Clerk			55,334
Village of Round Lake Beach	Records Clerk	41,600	49,920	
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	na			
Village of Winfield	Records Clerk			63,646
Lindenhurst, IL	Records Clerk/Records Asst. (Police)	49,332	73,304	55,702
Range Data				
Average		52,919	71,902	63,771
50th Percentile		52,250	72,332	63,646
60th Percentile		52,606	72,793	64,820
65th Percentile		53,203	73,115	65,120
70th Percentile		54,103	73,814	65,387
75th Percentile		55,423	75,851	65,807
80th Percentile		56,363	77,941	66,554
Actual Data				
Average		57,394	76,525	
50th Percentile		57,281	76,375	
60th Percentile		58,338	77,784	
65th Percentile		58,608	78,144	
70th Percentile		58,848	78,464	
75th Percentile		59,226	78,968	
80th Percentile		59,898	79,864	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Community Service Officer			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Code Enfor. Officer/Bldg. Inspector	57,013	65,853	74,017
City of Marengo	na			
City of Prospect Heights	Does not have position			
Village of Antioch	Community Service Officer	33,280	46,592	
Village of Cary	Does not have position			
Village of Elburn	Community Service Officer	53,900	72,765	PT
Village of Fox Lake	Evidence Technician/CSO	58,000	81,200	66,885
Village of Gilberts	Community Service Officer (PT)			35,360
Village of Grayslake	Community Service Officer	57,192	76,635	58,364
Village of Hampshire	na			
Village of Hawthorn Woods	Does not have this position			
Village of Island Lake	na			
Village of Johnsburg	Community Service Officer			66,560
Village of Lake Villa	Community Service Ofc.	37,440	39,520	PT
Village of Lake Zurich	na			
Village of Lincolnshire	CSO	57,960	82,800	70,000
Village of Pingree Grove	na			
Village of Round Lake	Community Service Officer			PT
Village of Round Lake Beach	na			
Village of Sugar Grove	na			
Village of Volo	na			
Village of Wauconda	Community Service Officer (CSO)			37,440
Village of Winfield	Comm. Serv. /Code Enf. Officer			63,648
Lindenhurst, IL	Community Service Officer			
Range Data				
Average		50,684	66,481	59,034
50th Percentile		57,013	72,765	65,104
60th Percentile		57,120	75,087	66,625
65th Percentile		57,174	76,248	66,739
70th Percentile		57,346	77,548	66,853
75th Percentile		57,576	78,918	67,664
80th Percentile		57,806	80,287	68,754
Actual Data				
Average		53,131	70,841	
50th Percentile		58,594	78,125	
60th Percentile		59,963	79,950	
65th Percentile		60,065	80,087	
70th Percentile		60,167	80,223	
75th Percentile		60,897	81,197	
80th Percentile		61,879	82,505	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Sergeant			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Sergeant	73,050	119,288	
City of Marengo	Police Sergeant			147,411
City of Prospect Heights	Sergeant	117,069	130,051	
Village of Antioch	Police Sergeant	72,238	120,890	126,337
Village of Cary	Sergeant	119,065	140,713	127,629
Village of Elburn	Police Sergeant			110,107
Village of Fox Lake	Police Sergeant	73,719	109,060	
Village of Gilberts	Sergeant			98,759
Village of Grayslake	Police Sergeant	112,656	152,084	129,570
Village of Hampshire	Police Sergeant			117,356
Village of Hawthorn Woods	Police Sergeant		105,946	
Village of Island Lake	na			
Village of Johnsburg	Sergeant			101,878
Village of Lake Villa	Police Sergeant	100,223	110,147	118,770
Village of Lake Zurich	Police Sergeant	114,000	159,600	139,173
Village of Lincolnshire	Sergeant	126,005	138,006	138,006
Village of Pingree Grove	Sergeant	92,000	11,000	102,287
Village of Round Lake	Sergeant	105,983	117,014	109,874
Village of Round Lake Beach	Sergeant	118,374	128,982	124,000
Village of Sugar Grove	Sergeant			120,006
Village of Volo	na			
Village of Wauconda	Sergeant			170,439
Village of Winfield	Sergeant			133,649
Lindenhurst, IL	Sergeant	90,685	134,753	Multiple
Range Data				
Average		102,032	118,675	124,427
50th Percentile		109,320	120,890	124,000
60th Percentile		113,462	129,196	127,112
65th Percentile		114,460	129,837	128,405
70th Percentile		116,148	133,233	130,386
75th Percentile		117,395	138,006	133,649
80th Percentile		118,113	139,630	137,135
Actual Data				
Average		111,984	149,312	
50th Percentile		111,600	148,800	
60th Percentile		114,401	152,535	
65th Percentile		115,565	154,086	
70th Percentile		117,347	156,463	
75th Percentile		120,284	160,379	
80th Percentile		123,421	164,562	

Village of Lindenhurst, IL  
Market Survey Salary Data

Police Commander				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Deputy Chief of Police	123,500	172,900	
City of Marengo	na			
City of Prospect Heights	Deputy Chief	137,370	168,133	
Village of Antioch	Commander	104,000	145,600	139,018
Village of Cary	Deputy Police Chief	129,889	151,537	146,338
Village of Elburn	Deputy Chief of Police	119,400	161,190	127,249
Village of Fox Lake	Deputy Chief	115,000	161,000	157,723
Village of Gilberts	Deputy Chief			116,461
Village of Grayslake	Dep. Police Chief	118,289	159,688	147,700
Village of Hampshire	Lieutenant			123,783
Village of Hawthorn Woods	Deputy Chief			140,000
Village of Island Lake	na			
Village of Johnsburg	Does not have position			
Village of Lake Villa	Deputy Police Chief			128,299
Village of Lake Zurich	Deputy Police Chief	121,410	169,974	155,312
Village of Lincolnshire	Commander	114,500	163,400	156,800
Village of Pingree Grove	Deputy Chief	110,000	125,000	114,564
Village of Round Lake	Police Commander			136,365
Village of Round Lake Beach	Police Commander	129,000	139,000	137,000
Village of Sugar Grove	Deputy Police Chief			124,800
Village of Volo	na			
Village of Wauconda	Operations Commander			166,575
Village of Winfield	Does not have position			
Lindenhurst, IL	Police Commander	109,177	162,232	138,471
Range Data				
Average		120,214	156,129	138,624
50th Percentile		119,400	161,000	138,009
60th Percentile		121,410	161,190	140,000
65th Percentile		122,455	162,295	144,754
70th Percentile		123,500	163,400	147,019
75th Percentile		126,250	165,767	149,603
80th Percentile		129,000	168,133	155,312
Actual Data				
Average		124,762	166,349	
50th Percentile		124,208	165,611	
60th Percentile		126,000	168,000	
65th Percentile		130,278	173,704	
70th Percentile		132,317	176,423	
75th Percentile		134,643	179,524	
80th Percentile		139,781	186,374	

Village of Lindenhurst, IL  
Market Survey Salary Data

	Chief of Police			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
City of Harvard	Chief of Police	131,200	183,680	
City of Marengo	Police Chief			166,764
City of Prospect Heights	Police Chief	143,766	192,500	
Village of Antioch	Chief of Police	125,840	176,176	185,000
Village of Cary	Police Chief	146,036	197,149	166,566
Village of Elburn	Chief of Police	131,639	177,712	139,981
Village of Fox Lake	Chief of Police	135,000	189,000	164,975
Village of Gilberts	Police Chief			128,549
Village of Grayslake	Chief of Police	143,781	194,102	178,500
Village of Hampshire	Police Chief			132,300
Village of Hawthorn Woods	Dir. of Public Safety			153,371
Village of Island Lake	na			
Village of Johnsburg	Police Chief			127,308
Village of Lake Villa	Chief of Police	121,062	131,977	136,696
Village of Lake Zurich	Police Chief	137,706	192,789	176,029
Village of Lincolnshire	Police Chief	145,300	207,500	195,500
Village of Pingree Grove	Chief of Police	120,000	160,000	135,957
Village of Round Lake	Police Chief			165,570
Village of Round Lake Beach	Chief of Police	134,000	175,000	163,800
Village of Sugar Grove	Chief of Police			165,654
Village of Volo	na			
Village of Wauconda	Chief of Police			175,296
Village of Winfield	Police Chief			195,104
Lindenhurst, IL	Chief of Police	133,983	199,092	160,000
Range Data				
Average		134,611	181,465	160,680
50th Percentile		134,500	186,340	165,570
60th Percentile		136,624	191,100	166,384
65th Percentile		138,615	192,543	166,705
70th Percentile		141,948	192,702	171,883
75th Percentile		143,770	193,117	175,663
80th Percentile		143,778	193,839	177,017
Actual Data				
Average		144,612	192,816	
50th Percentile		149,013	198,685	
60th Percentile		149,745	199,660	
65th Percentile		150,034	200,045	
70th Percentile		154,695	206,260	
75th Percentile		158,096	210,795	
80th Percentile		159,316	212,421	



November 24, 2025

# Village Board Meeting Agenda Item Cover Sheet

Agenda Item: B. Intergovernmental Agreement with Lake Villa Fire Protection District for Space Needs Analysis

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: N/A

Within Budget:  Yes  No

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Suggested Motion: **Motion to approve the execution of an intergovernmental agreement with the Lake Villa Fire Protection District for shared consulting services related to the space needs analysis.**

Voting Record:

- |                          |                   |                          |                 |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten  |
| <input type="checkbox"/> | Trustee Dickson   | <input type="checkbox"/> | Trustee Suchy   |
| <input type="checkbox"/> | Trustee Dunham    | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace     |                          |                 |

## INTERGOVERNMENTAL AGREEMENT BETWEEN THE VILLAGE OF LINDENHURST AND THE LAKE VILLA FIRE PROTECTION DISTRICT

This **INTERGOVERNMENTAL AGREEMENT** is made and entered into as of \_\_\_\_\_, 2025, by and between the **VILLAGE OF LINDENHURST**, an Illinois municipal corporation ("**Village**"), and the **LAKE VILLA FIRE PROTECTION DISTRICT**, an Illinois special district ("**District**"), (collectively, "**Parties**").

### WITNESSETH:

**WHEREAS**, the provisions of Article VII, Section 10 of the 1970 Illinois Constitution and the provisions of the Intergovernmental Cooperation Act (5 ILCS 220/1 *et seq.*) authorize and encourage intergovernmental cooperation; and

**WHEREAS**, the Parties desire to retain a consultant to conduct a space needs analysis and facility condition assessment ("**Space Needs Assessment**") that will benefit both Parties; and

**WHEREAS**, the Village has taken the lead in issuing a request for proposals to seek proposals for the Space Needs Assessment; and

**WHEREAS**, the parties have determined that it is in their best interests to enter into an intergovernmental agreement ("**Agreement**") to provide for the sharing of costs for the Space Needs Assessment, as set forth in this intergovernmental agreement.

**NOW THEREFORE**, in consideration of the promises, covenants, terms and conditions set forth in this Agreement, the Parties hereby agree as follows:

1. Selection of Consultant. The Parties agree to cooperate in the review of submitted proposals and the selection of the successful bidder to conduct the Space Needs Assessment on behalf of the Parties.

2. Village as Lead. The Parties agree that the Village will take the lead in entering into a contract with the selected consultant and overseeing the performance of the Space Needs Assessment by the selected consultant on behalf of the interests of the Parties.

3. Cost-Sharing. The Parties agree to share the cost of all services rendered by the selected consultant in the following percentages: 70% of the costs will be the responsibility of the Village and 30% of the costs will be the responsibility of the District. The Village will provide the District with an invoice for payment of the District's share, and the District agrees to remit payment to the Village within 30 days of receipt of a copy of the invoice.

4. Term and Termination. This Agreement will commence upon approval and execution by representatives of the Parties and will continue in full force and effect until terminated. The parties may terminate this Agreement by written mutual consent and

agreement. Each party will be responsible for payment of their share of fees accrued prior to termination.

5. Notices. All notices concerning this Agreement must be in writing and addressed to the other party as follows:

If to the Village: Village of Lindenhurst  
Attn: Village Administrator  
2301 Sand Lake Rd  
Lindenhurst, IL 60046

If to the District: Lake Villa Fire Protection District  
Attn: Fire Chief  
910 E Grand Ave  
Lake Villa, IL 60046

Unless otherwise provided herein, notices must be hand delivered or sent by registered or certified U.S. mail postage prepaid or commercial overnight delivery service. Notices will be deemed served or delivered to the addressee or its office when received at the address for notice specified above when hand delivered, on the day after being sent when sent by overnight delivery service, and on the second business day after deposit in the mail when sent by U.S. mail. A party may change its designated recipient or address for notification purposes by giving the other parties written notice of the new designated recipient or address.

6. Entire Agreement. This Agreement represents the entire agreement between the parties and supersedes all previous communications or understandings whether oral or written.

7. Amendments. This Agreement may not be altered, waived, modified, or abandoned except by a written instrument, duly signed, acknowledged, and delivered by authorized representatives of the Parties.

**IN WITNESS WHEREOF**, authorized representatives of the Parties have executed this Agreement:

**VILLAGE OF LINDENHURST**

**LAKE VILLA FIRE PROTECTION DISTRICT**

By: \_\_\_\_\_

By: Douglas Slazes

Title: \_\_\_\_\_

Title: Fire Chief

Date: \_\_\_\_\_

Date: 11/11/2025



November 24, 2025

# Village Board Meeting Agenda Item Cover Sheet

Agenda Item: C. Easement Agreement with Lake County Forest Preserve District for the Rose Tree Stormwater Outfall Repair Project

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: \$50,000 to Community Capital in FY 26

Within Budget:  Yes  No

\_\_\_\_\_

\_\_\_\_\_

Suggested Motion: **Motion to approve the execution of an easement agreement with the Lake County Forest Preserve District for to the Rose Tree Stormwater Outfall Repair Project.**

Voting Record:

- |                          |                   |                          |                 |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten  |
| <input type="checkbox"/> | Trustee Dickson   | <input type="checkbox"/> | Trustee Suchy   |
| <input type="checkbox"/> | Trustee Dunham    | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace     |                          |                 |

Prepared by and after  
recording return to:  
Matthew E. Norton  
Burke, Warren, MacKay &  
Serritella, P.C.  
330 N. Wabash Ave.,  
Suite 2100  
Chicago, Illinois 60611

Above Space For Recorder's Use Only

**Easement Agreement**  
**between**  
**Lake County Forest Preserve District**  
**and**  
**Village of Lindenhurst**

This Easement Agreement (this "Agreement") is dated and executed as of the \_\_\_\_ day of \_\_\_\_\_, 2025 (the "Effective Date"), and is by and between the Lake County Forest Preserve District, a body politic and corporate organized and existing under the Downstate Forest Preserve District Act, 70 ILCS 805/.001 et seq. (the "District"), and the Village of Lindenhurst, an Illinois municipality (the "Village"). The District and Village may be referred to individually as a "Party" or collectively as the "Parties" throughout this Agreement. In consideration of the provisions below and other consideration, the receipt and sufficiency of which are hereby acknowledged, the District and the Village agree as follows:

1. Background.

A. The District holds fee simple title to certain property commonly known as McDonald Woods Forest Preserve (the "Subject Property"). There currently exists within the southwest corner of the Subject Property, near the intersection of Beck Road and Rose Tree Lane, a certain storm sewer pipe that conveys stormwater flows into the Subject Property (the "Existing Storm Sewer"). The Existing Storm Sewer is generally depicted on Exhibit A attached to this Agreement. The Village owns and operates the Existing Storm Sewer. The Existing Storm Sewer has deteriorated so that it no longer is sufficiently capturing and conveying stormwater and so that it is allowing, and threatening to further allow, stormwater to significantly erode soil within the Subject Property and adjacent properties within the Village.

B. The Village desires to (a) remove the Existing Storm Sewer and, (b) install, own, operate, maintain, and replace a new storm water outfall structure and drainage improvements and other related infrastructure and appurtenances (collectively, the "New Storm Sewer") all over portions of the Subject Property legally described in Exhibit B-1 attached hereto and depicted on Exhibit C attached hereto as the

“Permanent Easement Premises”), and (b) temporarily enter and use the surface of the portion of the Subject Property legally described on Exhibit B-2 attached hereto and depicted on Exhibit C as the “Temporary Easement Premises”, for the limited purpose of staging equipment, storing materials, and performing the work described above (collectively, the Permanent Easement Premises and the Temporary Easement Premises are the “Easement Premises”). Collectively, the removal of the Existing Storm Sewer and the installation, ownership, operation, and maintenance of the New Storm Sewer within the Easement Premises is the “Project”.

C. The Village has received approval for a grant for the Project through the Lake County Stormwater Management Commission (“SMC”) in the amount of \$695,000. The Village has advised the District that, as a condition of such grant, the Village will be required to pay a local share of the cost of the Project, which local share is estimated by the Village to be \$100,000. The District and the Village desire that the District pay the Village a portion of such local share equal to the lesser of (i) fifty percent (50%) of such local share and (ii) \$50,000 (the “District’s Local Share Contribution”).

2. Grant of Easements. Subject to this Agreement, the District hereby grants to the Village, for its use and for the use of its Contractor (defined below) pursuant to a Construction Contract (defined below): (a) a non-exclusive temporary construction easement on and over the Temporary Easement Premises for the sole purposes of performing construction staging and other construction activity related to the Project (the “Temporary Easement”) and (b) a non-exclusive permanent easement on, over, and under the Permanent Easement Premises for the sole purposes of removing the Existing Storm Sewer and installing, operating, and maintaining the New Storm Sewer water outfall structure and drainage improvements (the “Permanent Easement”) (collectively, the Temporary Easement and the Permanent Easement are the “Easements”). The Easements include the right to trim, cut, fell, and remove all trees, shrubs, roots, underbrush, obstructions, and any other vegetation, structures, appurtenances, or obstacles within the limits of the Easement Areas which interfere with the Project or the above purposes of the Easements.

3. Terms of Easements. The Easements shall be effective on the Effective Date. The term of the Temporary Easement shall expire two hundred and seventy (270) days after the Village begins constructing the Project, subject to the Village’s unilateral right to extend the expiration date by an additional one hundred and eighty (180) days by providing notice to the District at least fifteen(15) days prior to the expiration of such 270-day period. The term of the Permanent Easement shall be perpetual.

4. Performance of the Work.

A. Construction Contract Requirements. With respect to the Project, and all work which is being performed on the Subject Property, the Village shall (i) obtain all permits and approvals for the Project required by all applicable laws (the “Requirements of Law”) and (ii) cause the Project to be completed pursuant to, and in accordance with, one or more contracts (collectively, the “Construction Contract”) between the Village and a general contractor (the “Contractor”), in a form reasonably reviewed and approved by the District’s Executive Director, which approval shall not be unreasonably withheld or delayed. The Village shall be solely responsible for the cost of the Project, except that, upon completion of the Project in accordance with the Construction Contract, the District shall promptly pay the District’s Local Share Contribution to the Village.

The Construction Contract shall:

- (a) be awarded through a process that complies with applicable laws governing the Village,
- (b) require that the Project be completed (i) in a good and workmanlike manner, at no cost and expense to the District, (ii) in accordance with the engineering plans that are identified in

the cover sheet for such plans, which is attached to this Agreement as Exhibit D (the “Plans”), and (iii) in accordance with Requirements of Law, including without limitation all Requirements of Law that prohibit, restrict, or regulate any hazardous materials,

- (b) require the Contractor to pay prevailing wages in accordance with the Prevailing Wage Act,
- (c) require the Contractor to obtain and maintain sureties in accordance with the Public Construction Bond Act, including without limitation a performance bond or letter of credit in a penal sum not less than the contract price of the Construction Contract, guaranteeing completion of the Project in accordance with the provisions of the Construction Contract, including, without limitation, any required restoration and repair of any damage to the Easement Premises or any other property owned by the District (the “Performance Security”); however, the Performance Security or any component of it (e.g., a performance bond) may be a single bond for the benefit of both the Village and the District, and the Construction Contract will not require the Contractor to obtain two bonds for the same portion of the Project,
- (d) require the Contractor to indemnify the District against any claims arising from the Contractor’s negligence, which form of indemnification will be subject to the review and approval of the District’s Executive Director, which approval will not be unreasonably withheld or delayed,
- (e) satisfy the insurance requirements of Section 10 of this Agreement,
- (g) provide for the Contractor’s warranty that, for a period of not less than one year after the District’s acceptance, the Project will be free from defects and flaws in design, workmanship, and materials and shall conform to the requirements of the Construction Contract, and
- (g) grant the District, as a third-party beneficiary, the right to enforce the provisions of the Construction Contract that are required in this Section, including the right to invoke the Performance Security with respect to the Project being performed on the Subject Property.

Prior to performing any work on the Project, the Village shall provide to the District copies of the executed Construction Contract and Performance Security. As stated above, the Construction Contract may be comprised of more than one contract, including one or more contract that allows initial clearing other preliminary work.

B. Changed Work. If, with respect to any work on the Project, the Village or the Contractor desires to perform work that deviates from the work as depicted in the Plans (the “Changed Work”), they shall, prior to the commencement of any Changed Work, submit revised Plans depicting the Changed Work and obtain the written approval of the District’s Executive Director, which approval will not be unreasonably withheld or delayed.

## 5. Maintenance of Easement Premises and New Storm Sewer.

A. Easement Premises and New Storm Sewer. The Village shall (i) at all times, maintain the Easement Premises in a safe, good, and clean condition, (ii) maintain and repair the New Storm Sewer in good operating condition, and (iii) when the New Storm Sewer cannot be reasonably maintained or repaired, replace the New Storm Sewer.

B. Other District Property. In addition to its obligations under Section 6, the Village shall promptly clean all debris deposited by the Village or any agent of or contractor hired by, or on behalf of, the Village, on any property owned by the District, and shall repair any damage to any property owned by the District caused by the activities of the Village or any agent of or contractor hired by, or on behalf of, the Village, in connection with the Project. If the Village fails to clean or repair, or undertake with due diligence to clean or repair, any property owned by the District within 24 hours after the District gives the Village notice thereof, then the District may, but will not be obligated to, cause the affected property to be cleaned or repaired and the Village shall reimburse the District for all costs incurred by the District to cause the affected property to be cleaned or repaired.

C. Abatement of Dangerous Condition. If the District reasonably determines that the work performed by the Village or the Contractors for the Project threatens the public health and safety (i) the District may, but will not be obligated, to take all action that it deems necessary to abate the dangerous condition and (ii) the Village shall reimburse the District for all costs incurred by the District in the performance of such action.

6. Restoration and Vacation.

A. Upon Completion of Work. Upon completion of the Work, the Village shall, at no cost to the District, restore the Easement Premises in accordance with the Plans.

B. Upon Termination of Easements. Upon the agreed termination of the Easements, the Village shall, at no cost to the District: (i) remove any facilities from the Easement Premises, (ii) restore the Easement Premises in accordance with the Plans, and (iii) thereafter, vacate the Easement Premises. If the Village fails to remove any facilities or restore the Easement Premises as required, the District may, but will not be obligated to, perform and complete the removal and restoration and the Village shall reimburse the District for all costs incurred by the District for such work.

7. Reservation of Rights. The District reserves its right to: (a) use the Easement Premises for any authorized purpose, (b) grant other non-exclusive licenses or easements within the Easement Premises, and (c) full and normal access to the Easement Premises, so long as such use, grant, or access does not unreasonably prevent, impede, or interfere with the Village's use of the Easement Premises or other rights granted under this Agreement. The Village shall perform the Work so that it does not unreasonably interfere with the District's reserved rights.

8. No Assessments and Liens. The Village represents and warrants that it shall: (a) not assess or impose, or allow to be assessed or imposed, against the Easement Premises any special assessment, special service area tax, recapture fee, or similar assessment, tax, or fee (an "Assessment"), (b) indemnify the District from any Assessment that is imposed, (c) take all necessary action to keep the Easement Premises free and clear of all liens, claims, and demands, including without limitation mechanic's liens, in connection with the Project, and (d) cause, at no cost to the District (i) any lien that is filed against the Easement Premises in connection with the Project to be discharged and released, and (ii) evidence of this discharge and release to be recorded against the Easement Premises, all within 30 days after the date the lien is filed.

9. Indemnity.

A. The Village shall indemnify, hold harmless, defend, and release the District, its commissioners, officers, agents, and employees from and against any alleged loss, claim, damage, and expense (including, without limitation, reasonable attorneys' fees and litigation costs) that may be alleged or asserted by a third-party against any of those parties in connection with (a) the Project, the Easements, or the use of the Easement Premises or Subject Property by the Village or (b) the Village's performance of, or failure to

perform, its obligations under this Agreement (collectively, the “Village Indemnified Claims”), whether or not any such performance or failure to perform is alleged to result from the Village’s breach of this Agreement, negligence, willful misconduct, or any other standard of conduct and whether or not such Village Indemnified Claim is covered by the Insurance required in Section 10 below; however, this indemnity shall not apply to the extent any Village Indemnified Claims are caused by the willful misconduct or negligence of the District or are subject to indemnity of the District by the Contractor as provided in paragraph 4(A)(d) above.

B. The District shall indemnify, hold harmless, defend, and release the Village, its officials, officers, agents, and employees from and against any alleged loss, claim, damage, and expense (including, without limitation, attorneys’ fees and litigation costs) that may be alleged or asserted by a third-party against any of those parties in connection with (a) the use of the Subject Property by the District or (b) the District’s performance of, or failure to perform, its obligations under this Agreement (collectively, the “District Indemnified Claims”), whether or not any such performance or failure to perform is alleged to result from the District’s breach of this Agreement, negligence, willful misconduct, or any other standard of conduct and whether or not such District Indemnified Claim is covered by the Insurance required in Section 10 below; however, this indemnity shall not apply to the extent any District Indemnified Claims are caused by the willful misconduct or negligence of the Village or are subject to indemnity of the Village by the Contractor as provided in the Construction Contract.

10. Insurance. At all times while any work is being performed for the Project, the Village shall cause its contractors to, at no cost or expense to the District, procure and maintain insurance policies sufficient to protect the District, the Easement Premises, the Subject Property, and any other property owned by the District from the Indemnified Claims, the Project, and all other actions by the Contractor or its subcontractors or agents pursuant to this Agreement. The policies, coverages, limits, and insurers that issue them are subject to the District’s approval, which will not be unreasonably withheld. . The Village shall cause the District to be named as an additional insured on all such policies, and shall provide to the District certificates of insurance acceptable to the District evidencing the insurance required by this Section.

11. Easement Fee. In light of the stormwater and anti-erosion benefits of the Project that will accrue to the District and the Subject Property, the Village will not be required to pay or reimburse to the District any monetary fee, tree compensation fee, out-of-pocket costs, staff costs, or legal costs that would otherwise be payable to the District.

12. Covenants Running With the Land. The Easements and the rights granted in this Agreement, the restrictions imposed by this Agreement, and the agreements and covenants contained in this Agreement shall be easements, rights, restrictions, agreements and covenants running with the land, shall be recorded against the Easement Premises, and shall be binding upon and inure to the benefit of the District and the Village and their respective successors, assigns, and representatives, including, without limitation, all subsequent owners of the Easement Premises, or any portion thereof, and all persons claiming under them. Promptly after the full execution and delivery of this Agreement by the District and the Village, the Village shall, at no cost to the District, record this Agreement against the Easement Premises with the office of the Recorder of Deeds of Lake County, Illinois.

13. Notices. All notices required or permitted to be given under this Agreement shall be in writing and shall be delivered: (a) personally, (b) by a reputable overnight courier, or (c) by certified mail, return receipt requested, and deposited in the U.S. Mail, postage prepaid. Unless otherwise expressly provided in this Agreement, notices shall be deemed received upon the earlier of: (a) actual receipt, (b) one business day after deposit with an overnight courier, as evidenced by a receipt of deposit, or (c) four business days following deposit in the U.S. mail, as evidenced by a return receipt. By notice complying with the requirements of this Section, each Party shall have the right to change the address or the addressee, or both,

for all future notices and communications to the other Party, but no notice of a change of addressee or address shall be effective until actually received.

Notices and communications to the District shall be addressed and delivered to the following address:

Lake County Forest Preserve District  
1899 West Winchester Road  
Libertyville, IL 60048  
Attention: Executive Director

With a copy to:

Burke, Warren, MacKay & Serritella, P.C.  
330 N. Wabash Street, 21<sup>st</sup> Floor  
Chicago, IL 60611  
Attention: Mathew E. Norton

Notices and communications to the Village shall be addressed and delivered to the following address:

Village of Lindenhurst  
2301 East Sand Lake Road  
Lindenhurst, Illinois 60046  
Attention: Village Administrator

With a Copy to:

Ancel Glink, P.C.  
140 S. Dearborn Street, 6th Floor  
Chicago, IL 60603  
Attention: Kurt S. Asprooth

Nothing in this Section will be deemed to invalidate a notice actually received by a Party, include a notice actually received, but given by a means other than as provided in this Section.

14. General Provisions.

A. Entire Agreement. This Agreement is the entire agreement between the Parties and supersedes all of their prior agreements and negotiations, written or oral, relating to the subject matter of this Agreement.

B. Governing Law; Venue. This Agreement is governed by the internal laws, but not the conflict of laws rules, of the State of Illinois. Venue for all disputes arising under this Agreement shall lie exclusively in the Circuit Court of Lake County, Illinois.

C. Assignment. Without limiting Section 12, neither this Agreement, the Parties' respective obligations, nor the Easements may be assigned by the District or Village without the prior written consent of the other Party, which may be granted or denied in the Party's sole discretion.

D. No Waiver. Any act or omission by either Party that may constitute a waiver of one or more its rights under this Agreement shall not constitute or be deemed to be a waiver of any other right that the Party has or may have in the future under this Agreement.

E. Authority. Each person signing this Agreement hereby states and covenants that he or she has read and understood this Agreement, that he or she has the authority to execute this Agreement on behalf of the Party whom he or she represents, and that such Party intends to be legally bound by the provisions of this Agreement.

F. No Third-Party Beneficiaries. No claim as a third-party beneficiary under this Agreement by any person or entity may be made, or be valid, against the District or Village.

G. Relationship of the Parties. Nothing contained in this Agreement shall be deemed or construed to create any relationship of principal and agent, or of limited or general partnership, or of joint venture between the District and Village.

H. Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument.

I. Enforcement; Prevailing Party. The District and the Village may, in law or in equity, by suit, action, mandamus, or any other proceeding, including, without limitation, specific performance, enforce or compel performance of this Agreement. In the event of a judicial proceeding brought by one Party against the other Party, the prevailing Party in the judicial proceeding shall be entitled to reimbursement from the unsuccessful Party of all costs and expenses, including reasonable attorneys' fees, incurred in connection with the judicial proceeding.

[Signature page follows]

Attest:

**Lake County Forest Preserve District**

By: \_\_\_\_\_

By: \_\_\_\_\_

Attest:

**Village of Lindenhurst**

By: \_\_\_\_\_

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

**Acknowledgments**

State of Illinois        )  
                                  ) SS  
County of Lake         )

On \_\_\_\_\_, 2025, this instrument was acknowledged and executed before me \_\_\_\_\_, \_\_\_\_\_ of the **Lake County Forest Preserve District**, a body politic and corporate, and attested to by \_\_\_\_\_, \_\_\_\_\_, of said District.

\_\_\_\_\_  
Signature of Notary

Seal

My Commission expires:

State of Illinois        )  
                                  ) SS  
County of Lake         )

On \_\_\_\_\_, 2025 this instrument was acknowledged and executed before me \_\_\_\_\_, \_\_\_\_\_ of the **Village of Lindenhurst**, an Illinois municipality, and attested to by \_\_\_\_\_, \_\_\_\_\_ of said Village.

\_\_\_\_\_  
Signature of Notary

Seal

My Commission expires: \_\_\_\_\_

**Exhibit A**

**Survey with Existing Storm Sewer System**

**Exhibit B-1**

**Legal Description of Permanent Easement Premises**

**Exhibit B-2**

**Legal Description of Temporary Easement Premises**

**Exhibit C**

**Depiction of Easement Premises**

**Exhibit D**

**Cover Sheet for Plans**