



VILLAGE OF LINDENHURST
Regular Village Board Meeting Agenda
Monday, June 23, 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 May 12, 2025 and Special Village Board Meeting of February 19, 2025
- IV. Treasurer Reports for April 2025 and May 2025
- V. Bills Presented for Payment
 - a. Confirmation of Emergency Payments – 5/13/2025 – 6/9/2025
 - b. Voucher Register from 5/13/25 – 6/23/25
- VI. Board and Staff Reports
- VII. Public Comment on Agenda Items
- VIII. New Business
 - A. Advise & Consent: Mayoral Appointments
 - B. Ordinance 25-6-2319: Authorizing the Disposal of Surplus Property
 - C. Ordinance 25-6-2320: Dissolution of Special Service Area #4
 - D. Resolution 25-6-2322R: Authorizing Transfer of Funds
 - E. Approval: Grand Avenue Landscaping and Signage Design Proposal – Teska Associates - \$35,760
 - F. Approval: Non-Bargaining Personnel Compensation Study – MGT, Inc. - \$16,575
- IX. Public Comment
- X. Executive Session - 5 ILCS 120/2(c)(21) – Statutorily required review of prior executive session minutes
- XI. 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
2301 E Sand Lake Road

Regular Village Board Meeting Minutes
May 12, 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, Patty Chybowski, Dawn Suchy, Heath Rosten, and Ron Grace.
- B. Also in attendance were Village Administrator Clay Johnson, Village Attorney Julie Tappendorf, Police Chief Melinda Linas, Operations Director Kevin Klahs, Assistant to the Village Administrator Karleen Gernady, Superintendent of Public Works Charles Hernandez, and Village Clerk Melissa Forsberg.

III. Pledge of Allegiance

IV. Administration of Oaths of Office

- A. Mayor Marturano administered the Oath of Office to the following:
1. Trustee Patricia Chybowski
 2. Trustee Patrick Dickson
 3. Trustee Dawn Suchy
 4. Clerk Melissa Forsberg

V. Approval of Minutes

- A. Minutes from the Regular Village Board Meeting of April 28, 2025 were presented for approval.
- B. Trustee Chybowski made a motion, seconded by Trustee Grace, to approve the minutes from the Regular Village Board Meeting of April 28, 2025 as presented.
1. Voice Vote
Aye - 5
Nay - 0
Abstain - 1
Motion carried.

VI. Bills Presented for Payment

- A. Voucher Register #1 - April 29, 2025 thru April 30, 2025
1. Trustee Dunham made a motion, seconded by Trustee Suchy, to approve bills for April 29, 2025 thru April 30, 2025 (end of FY25) in the amount of \$253,579.81 for invoices due on or before April 30, 2025.

2. Roll Call
Aye – 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.
- B. Voucher Register #1 - April 29, 2025 thru April 30, 2025
 1. Trustee Dunham made a motion, seconded by Trustee Dickson, to approve the first set of bills for the month of May presented for payment in the amount of \$770,358.09 for invoices due on or before May 12, 2025.
 2. Roll Call
Aye – 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.
- C. Treasurer’s Report will be provided at the next meeting.

VII. **Board & Staff Reports**

- A. Recognition of Recent Promotions:
 1. Operations Director Kevin Klahs recognized the May 1, 2025 promotions as follows:
 - a. Charles Hernandez to Superintendent of Public Works
 - b. Rafal Palka to Utility Systems Manager
 2. The Village Board congratulated both Charles and Rafal for their promotion and expressed their appreciation for all the hard work they have provided and will continue to provide.
- B. Trustee Grace reported with the nice weather, more questions have been posed about the outdoor dining at the Lindenhurst Center.
- C. Trustee Dunham discussed the following:
 1. Memorial Day Ceremony with the Lindenhurst Veterans Commission and Village of Lindenhurst will be held at 10:00am. Police Chief Linas will be the keynote speaker.
- D. Mayor Marturano announced the following:
 1. The Mayor and Village Administrator Johnson attended the Lake County Partners event.
 2. Expressed appreciation for the First Responder recognition event St Mark Lutheran Church organized. Members of the police and fire department attended.
 3. Thank you to the Lake County Municipal League and Village Attorney Julie Tappendorf of Ancel Glink for coordinating a training event for the newly elected municipal officials.
 4. Attended the Metropolitan Mayors Caucus Executive Board meeting. Information was provided regarding the “Homes for a Changing Region” program.
- E. Village Administrator Clay Johnson reported on the following:
 1. Schematics were received and are being reviewed for outdoor seating at the Lindenhurst Center.
 2. A release for a request for proposal for a compensation study. Proposals are due May 30, 2025.

3. Lake Shore Drive Project Update:
 - a. The Village of Lindenhurst is not the lead on this project. This project is being administered and facilitated by Illinois Department of Transportation. However, Village Staff has done the following to help expedite the work:
 - (1) Spoke with or tried to speak with Contractor multiple times in February and March.
 - (2) Due to lack of communication, moved to have Contractor removed from project.
 - (3) Beginning of April posted information on Village website.
 - (4) Submitted multiple questions to IDOT for information.
 - (5) Continues to work behind-the-scenes with building engineers, attorney, and insurance carrier.
 - (6) Have sent multiple letters to put continued pressure to expedite the process in a timely manner.
 - (7) Beginning of May posted additional information on Village website.
 - (8) Have heard the process is moving, but slowly. At this time cannot answer who or when.
 - (9) Cannot move any equipment or materials as the Village does not own them.

- F. Police Chief Melinda Linas announced the following:
 1. This is National Police Week. Fallen officers are honored at the National Law Enforcement Memorial in Washington DC. Lake County K9 Officer Dax was honored over the weekend.
 2. Chief spoke at the Lake County Police Memorial.
 3. Attended the St Mark Lutheran Church First Responder appreciation event.
 4. May is Mental Health Awareness Month. Would like to keep the conversation going in an effort to erase the stigma. Dial "988" for the suicide and crisis hotline.
 5. Upcoming events:
 - a. Cop on a Rooftop on Friday from 5:00am-noon. Goal is to raise \$4000 for the Special Olympics program.
 - b. Cops and Bobbers at John Jenega Park on Saturday. Approximately 47 children are registered.
- G. Assistant to the Village Administrator Karleen Long spoke about attending the Palombi Middle School leaders event to discuss local government.

VIII. Public Comment on Agenda Items

- A. A member of the community inquired as to the pathway of the i3 equipment.

IX. New Business

- A. Advise and Consent: Mayoral Appointments
 1. Mayor Marturano recommended all officer, commission, committee appointments and reappointments for FY 2025 as presented.

- a. Trustee Dunham made a motion, seconded by Trustee Grace to consent to the various appointments offered by the Mayor to the Village's various boards and commissions.
 - b. Roll Call
Aye - 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace
Nay - 0
Motion carried.
- B. Approval: Grand Avenue Corridor Streetscape and Design Guidelines
1. The final draft of the Grand Avenue Improvement Guide was submitted by Teska Associates. The included recommendations were developed through extensive collaboration provided by:
 - a. Stakeholder Steering Committee
 - b. Public feedback obtained from the 1/27/25 and 2/24/25 Open House.
 2. Subsequent to the public sessions, Teska created conceptual renderings of redevelopment scenarios for visual affect.
 3. Additionally, the Improvement Guide also includes a detailed cost estimate for design and construction of recommended improvements.
 4. Once received, design and implementation proposals will be presented for consideration.
 5. Trustee Grace made a motion, seconded by Trustee Suchy to adopt the Grand Avenue Corridor Streetscape and Design Guidelines as presented.
 - a. Roll Call
Aye - 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace
Nay - 0
Motion carried.
- C. Approval: Right-of-Way Permitting Agreement with i3 Broadband for Fiber Optic Supported Broadband to the Home
1. i3 Broadband, through its iTV-3 affiliate, contacted the Village about extending its fiber optic network into the Village using our right-of-way. This installation would provide competitive broadband options, which would affect competitor pricing, as well as service levels.
 2. Being a "competitive local exchange carrier", state law allows i3 the ability to utilize our right-of-way for their equipment.
 3. The installation is expected to be done in phases over multiple years. Their proposal has been submitted with enough notice, which allows staff to provide feedback and coordinate with contractors. Work is anticipated to begin in the fall of 2025.
 4. Trustee Suchy made a motion, seconded by Trustee Chybowski to authorize the Village Administrator to execute a right-of-way permitting agreement with i3 Broadband for fiber optic supported broadband to the home.
 - a. Roll Call
Aye - 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace
Nay - 0
Motion carried.

X. **Public Comment**

- A. Police Pension Board Member, Carl Norlin, expressed his appreciation for the support he has been provided since 1991, whether as an elected or appointed official.

XI. **Executive Session**

- A. None.

XII. **Adjournment**

- A. Trustee Chybowski made a motion, seconded by Trustee Suchy to adjourn the meeting.
 - 1. Voice Vote
 - Aye - 6
 - Nay - 0Motion carried.
 - 2. The meeting was adjourned at 8:02pm.

Date approved _____

Dominic Marturano, Mayor

Melissa Forsberg, Village Clerk



Village of Lindenhurst
Village Board Special Meeting Minutes
Tuesday, February 19, 2025 – 12:45 p.m.

CALL TO ORDER: Mayor Marturano called the meeting to order at 12:45 p.m.

PRESENT: Mayor Dominic Marturano, Trustee Patty Chybowski, Trustee Ron Grace, Trustee Heath Rosten, Village Administrator Clay Johnson, and Marc Hornstein from MGT. Trustee Patrick Dunham arrived during executive session at 3:02 p.m. Trustee Dawn Suchy was absent.

APPROVAL OF MINUTES: None.

PUBLIC PARTICIPATION: None.

NEW BUSINESS: None.

EXECUTIVE SESSION: Pursuant to 5 ILCS 120/2(c)(1) and 5 ILCS 120/2(c)(3), Trustee Patty Chybowski moved to enter into executive session at 12:53PM. Motion was seconded by Trustee Grace and approved by a 4-0 vote. The HR Committee returned to open session at 5:41p.m.

ADJOURNMENT: Trustee Chybowski made a motion to adjourn at 5:41 p.m., seconded by Trustee Grace. All stated “Aye,” motion carried.

Date Approved _____

Dominic Marturano, Mayor

Melissa Forsberg, Village Clerk

CASH SUMMARY BY FUND FOR VILLAGE OF LINDENHURST
 FROM 04/01/2025 TO 04/30/2025
 FUND: ALL FUNDS
 CASH AND INVESTMENT ACCOUNTS

Fund	Description	Beginning Balance 04/01/2025	Total Debits	Total Credits	Ending Balance 04/30/2025
01	GENERAL FUND	5,529,682.78	603,021.96	942,973.19	5,189,731.55
06	I.M.R.F./F.I.C.A. 06	235,496.17	474.78	16,971.24	218,999.71
11	IT FUND	48,704.42	14,201.73	9,029.64	53,876.51
14	LIABILITY INSURANCE 14	(10,733.49)	0.00	0.00	(10,733.49)
15	MOTOR FUEL TAX 15	2,609,907.75	66,534.97	900,353.40	1,776,089.32
19	CONTROLLED SUBSTANCE ACT 19	4,547.51	0.00	0.00	4,547.51
21	COMMUNITY CAPITAL	4,136,781.96	1,388,630.70	336,683.40	5,188,729.26
22	DUI SB 740 FUND 22	5,804.59	281.96	2,246.10	3,840.45
23	PRISON REVIEW AGENCY FUND 23	9,968.29	0.00	525.00	9,443.29
24	MISCELLANEOUS ESCROW 24	430,147.03	5,000.00	13,980.40	421,166.63
25	SHOP WITH A COP FUND 25	6,112.81	0.00	350.00	5,762.81
27	CURRENCY SEIZURE 27	5,399.56	0.00	0.00	5,399.56
30	REFUSE & RECYCLING 30	275,355.76	152,078.54	126,802.09	300,632.21
40	ECONOMIC DEVELOPMENT FUND	214,651.68	0.00	100,000.00	114,651.68
41	GRAND AVENUE TIF FUND	153,418.66	0.00	180.00	153,238.66
46	SPECIAL SERVICE AREA 4 - 46	0.00	0.00	0.00	0.00
50	VEHICLE REPLACEMENT FUND 50	146,858.22	0.00	0.00	146,858.22
60	UTILITY FUND 60	1,155,620.12	462,389.54	594,216.40	1,023,793.26
61	WATER/SEWER CAPITAL FUND 61	1,632,106.62	36,600.38	37,957.13	1,630,749.87
89	SANITARY DISTRICT	1,865.10	5,657.59	1,865.10	5,657.59
	TOTAL - ALL FUNDS	16,591,695.54	2,734,872.15	3,084,133.09	16,242,434.60

CASH SUMMARY BY FUND FOR VILLAGE OF LINDENHURST
 FROM 05/01/2025 TO 05/31/2025
 FUND: ALL FUNDS
 CASH AND INVESTMENT ACCOUNTS

Fund	Description	Beginning Balance 05/01/2025	Total Debits	Total Credits	Ending Balance 05/31/2025
01	GENERAL FUND	5,189,731.55	757,600.05	361,261.94	5,586,069.66
06	I.M.R.F./F.I.C.A. 06	218,999.71	11,824.81	9,699.69	221,124.83
11	IT FUND	53,876.51	8,736.01	10,705.69	51,906.83
14	LIABILITY INSURANCE 14	(10,733.49)	11,121.39	6,355.58	(5,967.68)
15	MOTOR FUEL TAX 15	1,776,089.32	52,088.85	0.00	1,828,178.17
19	CONTROLLED SUBSTANCE ACT 19	4,547.51	0.00	0.00	4,547.51
21	COMMUNITY CAPITAL	5,188,729.26	37,376.58	31,998.63	5,194,107.21
22	DUI SB 740 FUND 22	3,840.45	467.71	0.00	4,308.16
23	PRISON REVIEW AGENCY FUND 23	9,443.29	0.00	0.00	9,443.29
24	MISCELLANEOUS ESCROW 24	421,166.63	188.00	0.00	421,354.63
25	SHOP WITH A COP FUND 25	5,762.81	0.00	0.00	5,762.81
27	CURRENCY SEIZURE 27	5,399.56	0.00	0.00	5,399.56
30	REFUSE & RECYCLING 30	300,632.21	99,009.74	121,235.33	278,406.62
40	ECONOMIC DEVELOPMENT FUND	114,651.68	0.00	0.00	114,651.68
41	GRAND AVENUE TIF FUND	153,238.66	5,378.93	843.75	157,773.84
46	SPECIAL SERVICE AREA 4 - 46	0.00	0.00	0.00	0.00
50	VEHICLE REPLACEMENT FUND 50	146,858.22	0.00	0.00	146,858.22
60	UTILITY FUND 60	1,023,793.26	364,516.98	230,222.79	1,158,087.45
61	WATER/SEWER CAPITAL FUND 61	1,630,749.87	11,626.98	0.00	1,642,376.85
89	SANITARY DISTRICT	5,657.59	3,657.40	5,689.37	3,625.62
	TOTAL - ALL FUNDS	16,242,434.60	1,363,593.43	778,012.77	16,828,015.26

VILLAGE OF LINDENHURST Treasurer's Report
 EXP CHECK RUN DATES 05/13/2025 - 06/09/2025
 BOTH JOURNALIZED AND UNJOURNALIZED

		BOTH OPEN AND PAID			
Fund	Department	Line Item	Item Description	Amount	
CENTRAL LAKE COUNTY J.A.W.A					
UTILITY FUND 60	WATER	CLCJAWA WATER SUPPLY PURCHASE	CLCJAWA WATER - USAGE FOR MAY 20	87,625.37	M
				Vendor Total:	87,625.37
COMCAST CABLE					
IT FUND		TELEPHONE/INTERNET	INTERNET VH/PD	179.90	M
IT FUND		TELEPHONE/INTERNET	VH, PD & PW TELEPHONE - MAY 2025	987.93	M
IT FUND		TELEPHONE/INTERNET	PW INTERNET- MAY 2025	174.90	M
				Vendor Total:	1,342.73
DE LAGE LANDEN FIN SERVICES, INC.					
IT FUND		EQUIPMENT MAINTENANCE	MONTHLY SERVICE AGREEMENT - SHAF	141.12	D M
IT FUND		EQUIPMENT MAINTENANCE	MONTHLY SERVICE AGREEMENT - SHAF	114.43	D M
				Vendor Total:	255.55
FIRST AMERICAN BANK					
GENERAL FUND	POLICE	MISC CONTRACTUAL SERVICES	LEXIS NEXIS	200.00	M
IT FUND		SOFTWARE SUPPORT/LICENSING	ZOOM VIDEO COMMUNICATIONS	15.99	M
GENERAL FUND	ADMINISTRATION	NEWS LETTER	CONSTANT CONTACT	88.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRAINING & CONFERENCES	WWW.SAFETYVIDEOS.COM - PW TRAINI	490.00	M
GENERAL FUND	PUBLIC WORKS	CONTINGENCY	IL TOLLWAY AUTO REPLENISH	20.00	M
GENERAL FUND	POLICE	OPERATING SUPPLIES	AMAZON - OPERATING SUPPLIES	18.69	M
GENERAL FUND	POLICE	OPERATING SUPPLIES	AMAZON - OPERATING SUPPLIES	166.50	M
				Vendor Total:	999.18
GROOT INDUSTRIES, INC					
REFUSE & RECYCLING 30		YARD WASTE STICKERS	YARD WASTE STICKERS	2,500.00	D M
REFUSE & RECYCLING 30		GROOT CONTRACT	GROOT BILLING CONTRACT	108,422.15	D M
				Vendor Total:	110,922.15
MCCLLOUD AQUATICS					
GENERAL FUND	ADMINISTRATION	LAKE MANAGEMENT	ALGAE CONTROL - LAKE LINDEN, WAI	15,318.62	D M
				Vendor Total:	15,318.62
NORTH SHORE GAS					
UTILITY FUND 60	SEWER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	95.42	M
UTILITY FUND 60	SEWER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	46.79	M
UTILITY FUND 60	SEWER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	40.90	M
UTILITY FUND 60	SEWER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	44.36	M
UTILITY FUND 60	SEWER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	45.30	M
UTILITY FUND 60	WATER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	63.45	M
UTILITY FUND 60	WATER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	170.88	M
UTILITY FUND 60	WATER	NATURAL GAS SERVICE	GAS AT LIFT STATIONS & WELL HOUS	92.68	M
UTILITY FUND 60	WATER	NATURAL GAS SERVICE	PD GAS	0.45	M
				Vendor Total:	600.23
STEPS - R					
UTILITY FUND 60	WATER	WATER USAGE	UB refund for account: 030100206	534.64	M
UTILITY FUND 60	SEWER	SEWER USAGE	UB refund for account: 030100206	504.30	M
				Vendor Total:	1,038.94
VERIZON WIRELESS					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TELEPHONE	LS6 APRIL/MAY PHONE	18.02	M
GENERAL FUND	POLICE	TELEPHONE	PD CELL PHONES	204.15	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TELEPHONE	PW INTERNET, CELL PHONES & TABLE	281.97	M
				Vendor Total:	504.14
WEX BANK					
GENERAL FUND	PUBLIC WORKS	FUEL & OIL	PW WEX CARD REPLACEMENT	1.20	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GAS & OIL	PW WEX CARD REPLACEMENT	0.80	M
GENERAL FUND	POLICE	GAS & OIL	PD FUEL	3,227.21	M
GENERAL FUND	PUBLIC WORKS	FUEL & OIL	PW FUEL	802.30	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GAS & OIL	PW FUEL	534.86	M
				Vendor Total:	4,566.37
				Grand Total:	223,173.28

Fund Totals:	
GENERAL FUND 01	20,046.67
IT FUND 11	1,614.27
REFUSE & RECYCLING FUND 30	110,922.15
UTILITY FUND 60	<u>90,590.19</u>
Total For All Funds:	\$223,173.28

		BOTH OPEN AND PAID			
Fund	Department	Line Item	Item Description	Amount	
A&J SEWER SERVICE					
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	TRIPLE BASIN CLEANING - VH	839.00	M
GENERAL FUND	POLICE	BUILDING & GROUNDS MTCE POLICE	TRIPLE BASIN CLEANING - PD	1,297.00	M
				Vendor Total:	2,136.00
ACE HARDWARE					
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	OPS GARAGE SUPPLIES	34.78	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPS GARAGE SUPPLIES	52.16	D M
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	TREE CAGE	17.96	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	SPOT CLEANER	17.99	D M
GENERAL FUND	PUBLIC WORKS	TOOLS	SPRAY BOTTLES	8.99	D M
GENERAL FUND	PUBLIC WORKS	TOOLS	PAINT THINNER	12.58	D M
GENERAL FUND	PUBLIC WORKS	TOOLS	ROUTER BITS	36.00	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	ROUTER BITS	53.99	D M
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	STORAGE BIN SOCKETS	14.99	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TOOLS	CHISELS & PAINT BRUSHES	8.98	D M
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	MUNN RD WEED REMOVAL	24.99	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	BEEHIVE MURAL	52.95	D M
GENERAL FUND	PUBLIC WORKS	STREET SIGNS	STENCIL KIT SIGNAGE	6.99	D M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	24.99	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	GORILLA TAPE ADHESIVE	44.97	D
GENERAL FUND	PUBLIC WORKS	TOOLS	CORDLESS DRILL	99.19	D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TOOLS	CORDLESS DRILL	148.79	D
UTILITY FUND 60	SEWER	EQUIPMENT REPAIRS & MAINTENANCE	EQUIPMENT REPAIRS & MAINTENANCE	29.91	D
				Vendor Total:	691.20
AEP ENERGY					
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC SERVICE STREET LIGHTS -	8,097.01	
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	REFUND - ELECTRIC SERVICE STREET	(117.23)	
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC SERVICE STREET LIGHTS -	621.98	
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC SERVICE STREET LIGHTS -	766.46	M
				Vendor Total:	9,368.22
AMERICAN UNDERGROUND, INC.					
UTILITY FUND 60	SEWER	COLLECTION SYSTEM MAINTENANCE	CCTV INSPECTION FOR STORM SEWER	3,400.00	D M
UTILITY FUND 60	SEWER	COLLECTION SYSTEM MAINTENANCE	CCTV INSPECTION FOR STORM SEWER	5,950.00	D M
				Vendor Total:	9,350.00
AMERICAN WATER WORKS ASSN					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	MEMBERSHIP FEES	AWWA MEMBERSHIP DUES	413.00	
				Vendor Total:	413.00
ANCEL GLINK, P.C.					
GENERAL FUND	ADMINISTRATION	LEGAL EXPENSES	ADMIN LEGAL - MAY 2025	4,260.00	D
ECONOMIC DEVELOPMENT FUND		OTHER PROFESSIONAL SERVICES	ADMIN LEGAL - MAY 2025	577.00	D
GRAND AVENUE TIF FUND	ADMINISTRATION	LEGAL EXPENSES	ADMIN LEGAL - MAY 2025	832.00	D
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - SUING	500.00	D M
GENERAL FUND	ADMINISTRATION	LEGAL EXPENSES	ADMIN LEGAL - APRIL 2025	3,449.00	D M
				Vendor Total:	9,618.00
APRIL MACINTYRE					
REFUSE & RECYCLING 30		ENVIRONMENTAL PROGRAMS	50/50 RAIN BARREL - 2507 BONNER	39.50	M
				Vendor Total:	39.50
APWA ILLINOIS CHAPTER					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRAINING & CONFERENCES	FALL 2025 ISPI M. TURNER	108.50	M
GENERAL FUND	PUBLIC WORKS	TRAINING & CONFERENCE	FALL 2025 ISPI M. TURNER	46.50	M
				Vendor Total:	155.00
AQUA POOL & SPA PROS					
GENERAL FUND	BUILDING & GROUNDS	VETERANS MEMORIAL MTCE	VETERAN'S MEMORIAL MAINTENANCE	700.00	M
GENERAL FUND	BUILDING & GROUNDS	VETERANS MEMORIAL MTCE	VETERAN'S MEMORIAL MAINTENANCE	400.00	
				Vendor Total:	1,100.00
AWARDS BY KAYDAN					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	NAME PLATE	4.00	M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	NAME PLATE	1.00	M
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	NAME PLATE	1.00	M
GENERAL FUND	POLICE	OPERATING SUPPLIES	NAME PLATE	4.00	M

Fund	Department	Line Item	Item Description	Amount
Vendor Total:				10.00
AXON ENTERPRISE, INC.				
GENERAL FUND	POLICE	OPERATING SUPPLIES	TASER PURCHASE	12,717.00 D M
Vendor Total:				12,717.00
BAXTER & WOODMAN, INC				
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - BRIARGATE	313.00 D M
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - LENNAR	338.30 D M
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	MISC. ENGINEERING - LIBRARY	1,476.25 D M
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	MISC. ENGINEERING	121.00 D M
COMMUNITY CAPITAL	ADMINISTRATION	GREEN/SUSTAINABILITY IMPROVEMENT	ROSE TREE OUTFALL ENGINEERING	14,900.00 D M
Vendor Total:				17,148.55
BRAVO SERVICES, INC				
GENERAL FUND	BUILDING & GROUNDS	CLEANING CONTRACT	MAY 2025 CUSTODIAL SERVICES	987.30 D M
GENERAL FUND	POLICE	BUILDING & GROUNDS MTCE POLICE	MAY 2025 CUSTODIAL SERVICES	987.30 D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CUSTODIAL SERVICE	MAY 2025 CUSTODIAL SERVICES	296.19 D M
GENERAL FUND	PUBLIC WORKS	CUSTODIAL SERVICE	MAY 2025 CUSTODIAL SERVICES	197.46 D M
Vendor Total:				2,468.25
C K BRICK & STONE				
GENERAL FUND	ADMINISTRATION	COMMUNITY ACTIVITY	VETS MEMORIAL PAVER INSTALLATION	65.00 M
Vendor Total:				65.00
CENTRISYS CORPORATION				
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GAS & OIL	SLUDGE PRESS GREASE	712.75
Vendor Total:				712.75
CHRISTOPHER B. BURKE ENGINEERING				
COMMUNITY CAPITAL	ADMINISTRATION	STREET IMPROVEMENT PROGRAM	PHASE III - HAWTHORN/SPRUCEWOOD/	3,752.05 D
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	MISC ENGINEERING ASSISTANCE	62.50 D
COMMUNITY CAPITAL	ADMINISTRATION	STREET IMPROVEMENT PROGRAM	PHASE III - HAWTHORN/SPRUCEWOOD/	13,447.52 D M
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	MISC ENGINEERING ASSISTANCE	312.50 D M
Vendor Total:				17,574.57
CINTAS				
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	30.81 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	46.22 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	FLOOR MATS PW/UNIFORMS	31.79 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	FLOOR MATS PW/UNIFORMS	52.99 M
GENERAL FUND	PUBLIC WORKS	CUSTODIAL SERVICE	FLOOR MATS PW/UNIFORMS	71.53 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CUSTODIAL SERVICE	FLOOR MATS PW/UNIFORMS	108.62 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	MATS FOR VH	16.92 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	MATS FOR VH	25.38 M
GENERAL FUND	POLICE	BUILDING & GROUNDS MTCE POLICE	MATS FOR PD	109.94 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	FIRST AID REFILL - PW	2.86 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	FIRST AID REFILL - PW	4.29 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	30.81 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	46.22 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	30.04 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	45.05 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	30.04 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	45.05 M
GENERAL FUND	POLICE	BUILDING & GROUNDS MTCE POLICE	MATS FOR PD	69.92 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	FLOOR MATS PW/UNIFORMS	29.88 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	FLOOR MATS PW/UNIFORMS	44.81 M
GENERAL FUND	PUBLIC WORKS	CUSTODIAL SERVICE	FLOOR MATS PW/UNIFORMS	121.76 M
GENERAL FUND	BUILDING & GROUNDS	CLEANING CONTRACT	MATS FOR VH	28.60 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	FIRST AID REFILL - PW	35.09 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	FIRST AID REFILL - PW	52.63 M
Vendor Total:				1,111.25
CLARK BAIRD SMITH LLP				
GENERAL FUND	ADMINISTRATION	LEGAL EXPENSES	LEGAL SERVICES	187.50 M
Vendor Total:				187.50
COMCAST CABLE				
IT FUND		TELEPHONE/INTERNET	VH, PD & PW TELEPHONE - JUNE 202	990.90

Fund	Department	Line Item	Item Description	Amount
Vendor Total:				990.90
COMMONWEALTH EDISON				
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC STREET LIGHTS	264.21
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC STREET LIGHTS	78.28
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC STREET LIGHTS	178.74 M
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	ELECTRIC STREET LIGHTS	86.88 M
Vendor Total:				608.11
COMPLETE OFFICE OF WISCONSIN				
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	31.96 D M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	7.99 D M
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	7.99 D M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	31.96 D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	68.62 D M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	17.15 D M
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	17.15 D M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	68.62 D M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	162.51 D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	18.42 D M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	4.61 D M
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	4.61 D M
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	18.42 D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	4.69 D
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	1.17 D
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	1.17 D
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	4.70 D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	20.27 D
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	5.07 D
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	5.07 D
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	20.27 D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	29.40 D
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	7.35 D
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	7.35 D
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	29.40 D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	33.62 D
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	8.41 D
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	OPERATING SUPPLIES	8.41 D
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	33.62 D
Vendor Total:				679.98
CONSERV FS, INC				
GENERAL FUND	PUBLIC WORKS	FUEL & OIL	OFF ROAD DIESEL	567.53
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GAS & OIL	OFF ROAD DIESEL	378.36
Vendor Total:				945.89
CUTLER WORKWEAR				
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - C. HERNANDEZ	111.56 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - C. HERNANDEZ	167.34 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - C. HARRISON	73.78 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - C. HARRISON	110.67 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - D. SONNEFELDT	53.98 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - D. SONNEFELDT	80.97 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - M. TURNER	71.98 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - M. TURNER	107.97 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - Z. TURNER	78.00 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - Z. TURNER	117.00 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - K. MILLER	75.58 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - K. MILLER	113.37 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - K. NADELHOFFER	65.50 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - K. NADELHOFFER	98.24 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - P. GAUGHRAN	98.98 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - P. GAUGHRAN	148.47 M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	BOOTS - M. HILDINGER	98.98 M

		BOTH OPEN AND PAID			
Fund		Department	Line Item	Item Description	Amount
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - M. HILDINGER	148.47 M
GENERAL FUND		PUBLIC WORKS	UNIFORMS	BOOTS - D. BEUCHER	98.98 M
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	UNIFORMS	BOOTS - D. BEUCHER	148.47 M
				Vendor Total:	2,068.29
DAM, SNELL, & TAVEIRNE, LTD.					
REFUSE & RECYCLING	30		GARBAGE CONTRACTUAL SERVICES	ACCOUNTING SERVICES	740.00 D
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	CONTRACT ACCOUNTING SERVICE	ACCOUNTING SERVICES	2,960.00 D
				Vendor Total:	3,700.00
DAVE'S TRANSMISSION, INC.					
GENERAL FUND		PUBLIC WORKS	CONTRACT VEHICLE REPAIRS	#24-18 - OIL & FILTER CHANGE, EV	105.13
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	CONTRACT VEHICLE REPAIRS	#24-18 - OIL & FILTER CHANGE, EV	70.08
GENERAL FUND		PUBLIC WORKS	CONTRACT VEHICLE REPAIRS	#51 - REMOUNT ABS VALVE & REPAIR	144.00
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	CONTRACT VEHICLE REPAIRS	#51 - REMOUNT ABS VALVE & REPAIR	96.00
GENERAL FUND		PUBLIC WORKS	CONTRACT VEHICLE REPAIRS	EXPLORER - BRAKES & ROTORS	400.43 M
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	CONTRACT VEHICLE REPAIRS	EXPLORER - BRAKES & ROTORS	266.95 M
				Vendor Total:	1,082.59
DE LAGE LANDEN FIN SERVICES, INC.					
IT FUND			EQUIPMENT MAINTENANCE	MONTHLY SERVICE AGREEMENT - SHAF	363.00 D
IT FUND			EQUIPMENT MAINTENANCE	MONTHLY SERVICE AGREEMENT - SHAF	148.18 D
				Vendor Total:	511.18
DEKIND COMPUTER CONSULTANTS					
IT FUND			COMPUTER SERVICES	CYBER SECURITY TRAINING- MAY 202	826.50 D
GENERAL FUND		PUBLIC WORKS	EQUIPMENT	NEW TABLETS	966.68 D
UTILITY FUND	60	SEWER	EQUIPMENT NEW/REPLACEMENT	NEW TABLETS	966.68 D
UTILITY FUND	60	WATER	EQUIPMENT NEW/REPLACEMENT	NEW TABLETS	483.35 D
IT FUND			COMPUTER REPLACEMENTS	HARDWARE PACKAGE	1,893.09 D
IT FUND			COMPUTER REPLACEMENTS	ADOBE SOFTWARE PACKAGE	467.24 D M
IT FUND			COMPUTER SERVICES	JULY 2025 MONTHLY IT SUPPORT SER	4,422.54 D M
GENERAL FUND		POLICE	CONTRACT COMPUTER SERVICES	JULY 2025 MONTHLY IT SUPPORT SER	2,805.00 D M
IT FUND			COMPUTER SERVICES	OVER CONTRACT HOURS FOR MAY 2025	475.00 D M
				Vendor Total:	13,306.08
DOUGLAS DEWOLFE -R-SC-					
UTILITY FUND	60	WATER	WATER USAGE	UB refund for account: 012214287	51.12
UTILITY FUND	60	SEWER	SEWER USAGE	UB refund for account: 012214287	48.24
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012214287	19.80
COMMUNITY CAPITAL			TRANSPORTATION FACILITIES FEE	UB refund for account: 012214287	11.00
				Vendor Total:	130.16
DYNEGY ENERGY SERVICES					
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	392.44 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	96.64 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	135.12 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	89.09 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	2,725.44 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	333.60 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	1,286.80 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	320.27 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	152.01 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	43.09 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	292.90 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	7,364.54 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	6,501.24 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	219.85 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	163.13 D
UTILITY FUND	60	WATER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	180.53 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	99.12 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	110.41 D
UTILITY FUND	60	SEWER	ELECTRIC SERVICE	ELECTRICAL SERVICE AT LIFT STATI	498.08 D
				Vendor Total:	21,004.30
EVERBRIDGE, INC.					
IT FUND			SOFTWARE SUPPORT/LICENSING	NIXLE ENGAGE	3,605.00 M

Fund	Department	Line Item	Item Description	Amount	
			Vendor Total:	3,605.00	
FIRST AMERICAN BANK					
REFUSE & RECYCLING 30		MERCHANT FEES	CREDIT CARD FEES - MAY 2025	841.37	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	MERCHANT FEES	CREDIT CARD FEES - MAY 2025	3,365.50	M
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	LOCK BOX FEES - MAY 2025	96.71	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	LOCKBOX	LOCK BOX FEES - MAY 2025	386.85	M
			Vendor Total:	4,690.43	
FISH WINDOW CLEANING					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	WINDOW CLEANING - PW	108.00	M
			Vendor Total:	108.00	
GEARY ELECTRIC, INC					
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	STREET LIGHT REPAIR	1,040.00	M
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	STREET LIGHT REPAIR	738.50	
			Vendor Total:	1,778.50	
GEWALT HAMILTON ASSOCIATES, INC					
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	GENERAL ENGINEERING & GIS DATA &	771.50	D
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	GENERAL ENGINEERING & GIS DATA &	300.00	D M
			Vendor Total:	1,071.50	
GRAINGER, INC.					
UTILITY FUND 60	SEWER	EQUIPMENT REPAIRS & MAINTENANCE	LS2 PHASE MONITOR REPLACEMENT	132.20	M
			Vendor Total:	132.20	
GRANITE TELECOMMUNICATIONS					
GENERAL FUND	POLICE	TELEPHONE	TELEPHONE - PD	255.95	D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TELEPHONE	TELEPHONE - PW	585.36	D
			Vendor Total:	841.31	
GREAT AMERICAN TIRE & AUTO					
GENERAL FUND	POLICE	VEHICLE SERVICE	#81 - OIL AND FILTER CHANGE	71.47	
GENERAL FUND	POLICE	VEHICLE SERVICE	#84 - OIL AND FILTER CHANGE	71.47	
GENERAL FUND	POLICE	VEHICLE SERVICE	#86 - OIL AND FILTER CHANGE	71.47	
GENERAL FUND	PUBLIC WORKS	CONTRACT VEHICLE REPAIRS	V. 09 ALIGNMENT & TIRES	922.58	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT VEHICLE REPAIRS	V. 09 ALIGNMENT & TIRES	615.06	M
GENERAL FUND	POLICE	VEHICLE SERVICE	#83 - TIRE MOUNT & BALANCE	106.00	M
GENERAL FUND	POLICE	VEHICLE SERVICE	#85 - TIRE INSTALL	106.00	M
GENERAL FUND	POLICE	VEHICLE SERVICE	#82 - TIRE MOUNT & BALANCE	108.00	M
GENERAL FUND	POLICE	VEHICLE SERVICE	#87 - FLAT TIRE REPAIR	37.10	M
			Vendor Total:	2,109.15	
HAWKINS, INC.					
UTILITY FUND 60	SEWER	FACILITY CHEMICALS	ALUMINUM SULFATE - STOCK	1,200.77	D
			Vendor Total:	1,200.77	
HIGH STAR TRAFFIC					
GENERAL FUND	PUBLIC WORKS	STREET SIGNS	STREET NAME SIGNAGE	155.55	M
			Vendor Total:	155.55	
HINCKLEY SPRINGS					
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	WATER FOR VH/PD	68.95	M
GENERAL FUND	POLICE	OPERATING SUPPLIES	WATER FOR VH/PD	144.39	M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	WATER FOR VH/PD	36.47	
GENERAL FUND	POLICE	OPERATING SUPPLIES	WATER FOR VH/PD	156.39	
			Vendor Total:	406.20	
HYDRAULIC SERVICES, INC.					
GENERAL FUND	PUBLIC WORKS	VEHICLE & EQUIPMENT SUPPLIES	TRK 51 CONVEYOR BELT REPAIR	249.98	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	VEHICLE & EQUIPMENT SUPPLIES	TRK 51 CONVEYOR BELT REPAIR	166.66	M
			Vendor Total:	416.64	
IACP					
GENERAL FUND	POLICE	TRAINING & CONFERENCES	IMPAIRED DRIVING & TRAFFIC SAFETI	410.00	D M
			Vendor Total:	410.00	
ICCMA					
GENERAL FUND	ADMINISTRATION	MEMBERSHIP FEES	ICCMA 2025 MEMBERSHIP - C. JOHNS	442.97	M
			Vendor Total:	442.97	
ILLINOIS PUBLIC RISK FUND					
LIABILITY INSURANCE 14	ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	JULY 2025 WORKERS COMP	5,290.60	M

		BOTH OPEN AND PAID			
Fund	Department	Line Item	Item Description	Amount	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	JULY 2025 WORKERS COMP	1,889.50	M
REFUSE & RECYCLING 30		WORKERS COMPENSATION	JULY 2025 WORKERS COMP	377.90	M
LIABILITY INSURANCE 14	ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	AUDIT - REVISED PREMIUM	1,150.80	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	AUDIT - REVISED PREMIUM	411.00	M
REFUSE & RECYCLING 30		WORKERS COMPENSATION	AUDIT - REVISED PREMIUM	82.20	M
LIABILITY INSURANCE 14	ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	AUGUST 2025 WORKERS COMP	5,290.60	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	RISK MANAGEMENT CONTRIBUTION	AUGUST 2025 WORKERS COMP	1,889.50	
REFUSE & RECYCLING 30		WORKERS COMPENSATION	AUGUST 2025 WORKERS COMP	377.90	
			Vendor Total:	16,760.00	
ILLINOIS SECTION AWWA					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRAINING & CONFERENCES	PW TRAINING - MILLER, Z. TURNER,	168.00	M
			Vendor Total:	168.00	
ILLINOIS TACTICAL OFFICER ASSN					
GENERAL FUND	POLICE	MEMBERSHIP & PROGRAMS	MEMBERSHIP RENEWAL - KAMINSKI	40.00	
			Vendor Total:	40.00	
IMRF VILLAGE OF LINDENHURST					
I.M.R.F./F.I.C.A. 06	ADMINISTRATION	GENERAL ADMIN IMRF	VILLAGE OF LINDENHURST IMRF - MA	6,920.01	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SEWER/WATER IMRF	VILLAGE OF LINDENHURST IMRF - MA	7,064.17	M
REFUSE & RECYCLING 30		IMRF CONTRIBUTION	VILLAGE OF LINDENHURST IMRF - MA	432.50	M
			Vendor Total:	14,416.68	
IPBC					
GENERAL FUND	ADMINISTRATION	HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	3,832.59	M
GENERAL FUND	ENGINEERING & BUILDING	HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	1,306.19	M
GENERAL FUND	POLICE	HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	32,734.15	M
REFUSE & RECYCLING 30		HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	2,510.98	M
GENERAL FUND	PUBLIC WORKS	HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	7,972.83	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	HOSPITALIZATION	EMPLOYER CONTRIBUTION - JUNE 202	16,469.51	M
			Vendor Total:	64,826.25	
J.G. UNIFORMS, INC					
GENERAL FUND	POLICE	UNIFORMS	VEST COVER ALTERATION - WHITE	42.00	M
			Vendor Total:	42.00	
JODY CORNELIUS					
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 347 ROBINCREST LN	139.98	
			Vendor Total:	139.98	
JOHNNY D TEES, LLC					
GENERAL FUND	PUBLIC WORKS	UNIFORMS	PW- HI VIZ SHIRTS	508.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	PW- HI VIZ SHIRTS	762.00	M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	PW UNIFORMS	1,792.44	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	PW UNIFORMS	2,688.66	M
			Vendor Total:	5,751.10	
JOHNSON CONTROLS SECURITY SOLUTIONS					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TELEPHONE	FIRE ALARM MONITORING	44.72	D M
			Vendor Total:	44.72	
JON NEWSOM					
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 181 N CROOKED LAKE	200.00	M
			Vendor Total:	200.00	
LAKE COUNTY CHIEFS OF POLICE					
GENERAL FUND	POLICE	TRAINING & CONFERENCES	LCCPA MONTHLY MEETING	60.00	D M
GENERAL FUND	POLICE	TRAINING & CONFERENCES	LCCPA MONTHLY MEETING	60.00	D M
GENERAL FUND	POLICE	TRAINING & CONFERENCES	LCCPA MONTHLY MEETING	30.00	D
			Vendor Total:	150.00	
LAKE COUNTY MAJOR CRIME TASK					
GENERAL FUND	POLICE	MEMBERSHIP & PROGRAMS	2025 LCMCTF ANNUAL MEMBERSHIP	2,050.00	M
			Vendor Total:	2,050.00	
LAKE COUNTY TREASURER					
GENERAL FUND	PUBLIC WORKS	STREET & TRAFFIC CTR LIGHTING	TRAFFIC LIGHTS	784.60	M
GENERAL FUND	ENGINEERING & BUILDING	PLAN REVIEW/INSPECTION SERVICE	MAY 2025 BUILDING SERVICES	6,244.85	M
GENERAL FUND	ENGINEERING & BUILDING	PLAN REVIEW/INSPECTION SERVICE	JUNE 2025 BUILDING SERVICES	5,012.47	
			Vendor Total:	12,041.92	
LAUTERBACH & AMEN, LLP					

		BOTH OPEN AND PAID		
Fund	Department	Line Item	Item Description	Amount
GENERAL FUND	ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	AUDIT PREPARATION	5,360.00 D
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	AUDIT PREPARATION	3,776.00 D
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	AUDIT PREPARATION	8,164.00 D
GENERAL FUND	ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	POLICE PENSION AUDIT	3,000.00 D
		Vendor Total:		20,300.00
LINDE GAS & EQUIPMENT INC.				
GENERAL FUND	PUBLIC WORKS	VEHICLE & EQUIPMENT SUPPLIES	GAS CYLINDERS	57.70 D M
		Vendor Total:		57.70
LINDENHURST PARK DISTRICT				
GENERAL FUND	ADMINISTRATION	COMMUNITY ACTIVITY	MUSIC IN THE PARKS 2025	2,500.00 M
		Vendor Total:		2,500.00
LINDENHURST SANITARY DISTRICT				
SANITARY DISTRICT		SANITARY DIST CONNECTION FEE	MAY 2025 - IN LIEU OF TAXES	3,625.62 M
		Vendor Total:		3,625.62
M. E. SIMPSON COMPANY, INC				
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	MASTER/PRODUCTION METER TESTING	2,850.00 M
		Vendor Total:		2,850.00
MANHARD CONSULTING LTD				
GENERAL FUND	ENGINEERING & BUILDING	MISC ENGINEERING ASSISTANCE	MISC ENGINEERING ASSISTANCE	820.00 D M
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - LINDENSTONE TOWNHOMES	1,222.50 D M
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - BRIARGATE	1,200.00 D M
MISCELLANEOUS ESCROW 24		DEVELOPER DEPOSITS	ESCROW - LENNAR	955.00 D M
		Vendor Total:		4,197.50
MEGAN CRAYNE				
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 1808 SPRUCEWOOD LN	114.75 M
		Vendor Total:		114.75
MENARDS - ANTIOCH				
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	MAILBOX SUPPLIES	119.97 D M
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	LIGHT BULB REPLACEMENT	19.68 D M
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	V. HALL FENCE REPAIR	28.53 D M
GENERAL FUND	PUBLIC WORKS	TOOLS	ROUTER REPLACEMENT	122.21 D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TOOLS	ROUTER REPLACEMENT	183.31 D M
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	WALL HANGING MATERIAL	96.33 D M
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	PD SIDING REPAIR	12.39 D M
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	PD SIDING	24.78 D M
		Vendor Total:		607.20
MICHELE BONNETT - R				
UTILITY FUND 60	WATER	WATER USAGE	UB refund for account: 012350315	40.78
UTILITY FUND 60	SEWER	SEWER USAGE	UB refund for account: 012350315	38.46
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012350315	9.48
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012350315	8.53
		Vendor Total:		97.25
MIDWEST OPERATING ENGINEERS				
GENERAL FUND	PUBLIC WORKS	HOSPITALIZATION	PW INSURANCE RETRO DIFFERENCE	3,808.00 M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	HOSPITALIZATION	PW INSURANCE RETRO DIFFERENCE	5,712.00 M
GENERAL FUND	PUBLIC WORKS	HOSPITALIZATION	PW INSURANCE CREDIT	(369.20) M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	HOSPITALIZATION	PW INSURANCE CREDIT	(553.80) M
		Vendor Total:		8,597.00
MOTOROLA SOLUTIONS, INC.				
GENERAL FUND	POLICE	MISC CONTRACTUAL SERVICES	IN CAR VIDEO CAMERA LICENSE & SU	585.00 D
GENERAL FUND	POLICE	MISC CONTRACTUAL SERVICES	IN CAR VIDEO CAMERA LICENSE & SU	585.00 D
		Vendor Total:		1,170.00
MWM CONSULTING GROUP, INC.				
GENERAL FUND	ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	PREPARATION OF GASB #75 ACTUARIA	600.00
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT ACCOUNTING AUDIT	PREPARATION OF GASB #75 ACTUARIA	600.00
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	PREPARATION OF GASB #75 ACTUARIA	300.00
		Vendor Total:		1,500.00
NATIONAL CHILD ID PROGRAM				
GENERAL FUND	POLICE	POSTAGE	POSTAGE - ID KITS FOR NATIONAL N	24.50
		Vendor Total:		24.50

VILLAGE OF LINDENHURST Treasurer's Report
 EXP CHECK RUN DATES 05/13/2025 - 06/23/2025
 BOTH JOURNALIZED AND UNJOURNALIZED

Fund		Department	BOTH OPEN AND PAID Line Item	Item Description	Amount
NICOR					
UTILITY FUND	60	SEWER	NATURAL GAS SERVICE	1480 YMCA RD GENERATOR	107.56
UTILITY FUND	60	SEWER	NATURAL GAS SERVICE	618 CROSSWINDS LN	107.87
UTILITY FUND	60	SEWER	NATURAL GAS SERVICE	405 WOODLAND TRAIL LIFT STATION	107.56
UTILITY FUND	60	SEWER	NATURAL GAS SERVICE	618 CROSSWINDS LN	54.53 M
UTILITY FUND	60	WATER	NATURAL GAS SERVICE	1480 YMCA RD GENERATOR	54.31 M
UTILITY FUND	60	SEWER	NATURAL GAS SERVICE	405 WOODLAND TRAIL LIFT STATION	54.31 M
				Vendor Total:	486.14
NORTH EAST MULTI-REGIONAL TRAINING					
GENERAL FUND		POLICE	TRAINING & CONFERENCES	2025 MEMBERSHIP FEES	1,425.00 M
				Vendor Total:	1,425.00
PACE ANALYTICAL SERVICES, LLC					
UTILITY FUND	60	SEWER	LAB SERVICE	MAY 2025 WWTF SAMPLING	1,631.70 D M
UTILITY FUND	60	WATER	LAB SERVICE	LAB SERVICES	900.00 D M
UTILITY FUND	60	SEWER	LAB SERVICE	LAB SERVICES	793.60 D M
				Vendor Total:	3,325.30
PADDOCK PUBLICATIONS, INC					
GENERAL FUND		ADMINISTRATION	PRINTING & PUBLICATION	PUBLIC NOTICES	80.50 M
				Vendor Total:	80.50
PAYNE & DOLAN, INC.					
MOTOR FUEL TAX	15	PUBLIC WORKS	ASPHALT PRODUCTS	SURFACE PATCHING	1,068.53 M
				Vendor Total:	1,068.53
PAYROLL - EXPENSES					
I.M.R.F./F.I.C.A.	06	ADMINISTRATION	GENERAL ADMIN FICA	PAYROLL- EMPLOYER COSTS	2,945.41 M
REFUSE & RECYCLING	30		SOCIAL SECURITY CONTRIBUTION	PAYROLL- EMPLOYER COSTS	184.09 M
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	SEWER/WATER FICA	PAYROLL- EMPLOYER COSTS	3,006.77 M
I.M.R.F./F.I.C.A.	06	ADMINISTRATION	GENERAL ADMIN FICA	PAYROLL- EMPLOYER COSTS	3,105.52 M
REFUSE & RECYCLING	30		SOCIAL SECURITY CONTRIBUTION	PAYROLL- EMPLOYER COSTS	194.09 M
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	SEWER/WATER FICA	PAYROLL- EMPLOYER COSTS	3,170.22 M
I.M.R.F./F.I.C.A.	06	ADMINISTRATION	GENERAL ADMIN FICA	PAYROLL- EMPLOYER COSTS	3,087.54 M
REFUSE & RECYCLING	30		SOCIAL SECURITY CONTRIBUTION	PAYROLL- EMPLOYER COSTS	192.97 M
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	SEWER/WATER FICA	PAYROLL- EMPLOYER COSTS	3,151.87 M
				Vendor Total:	19,038.48
PAYROLL - GROSS PAYS					
GENERAL FUND		ADMINISTRATION	ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,987.49
GENERAL FUND		ENGINEERING & BUILDING	BLDG/ENG SALARIES	PAYROLL GROSS COMPENSATION	2,201.55
GENERAL FUND		POLICE	SALARIES - ADMIN/RECORDS/CSO	PAYROLL GROSS COMPENSATION	2,142.40
GENERAL FUND		POLICE	SALARIES - OFFICERS	PAYROLL GROSS COMPENSATION	65,696.45
GENERAL FUND		POLICE	SALARIES - PART TIME OFFICERS	PAYROLL GROSS COMPENSATION	3,062.70
GENERAL FUND		POLICE	POLICE OVERTIME	PAYROLL GROSS COMPENSATION	1,831.08
GENERAL FUND		PUBLIC WORKS	PUBLIC WORKS SALARIES	PAYROLL GROSS COMPENSATION	15,554.22
GENERAL FUND		PUBLIC WORKS	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	1,761.00
GENERAL FUND		PUBLIC WORKS	PUBLIC WORKS OVER-TIME	PAYROLL GROSS COMPENSATION	365.30
GENERAL FUND		PUBLIC WORKS	ON-CALL/CALL OUT PAY	PAYROLL GROSS COMPENSATION	287.60
REFUSE & RECYCLING	30		SALARIES	PAYROLL GROSS COMPENSATION	2,827.76
UTILITY FUND	60	SEWER & WATER ADMINISTRATION	S/W OFFICE SALARIES	PAYROLL GROSS COMPENSATION	7,365.37
UTILITY FUND	60	SEWER	SEWER SALARIES	PAYROLL GROSS COMPENSATION	15,554.22
UTILITY FUND	60	SEWER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	1,761.00
UTILITY FUND	60	SEWER	SEWER OVER-TIME	PAYROLL GROSS COMPENSATION	365.30
UTILITY FUND	60	SEWER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	287.60
UTILITY FUND	60	WATER	WATER SALARIES	PAYROLL GROSS COMPENSATION	7,777.11
UTILITY FUND	60	WATER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	880.50
UTILITY FUND	60	WATER	OVERTIME	PAYROLL GROSS COMPENSATION	182.65
UTILITY FUND	60	WATER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	143.80
GENERAL FUND		PUBLIC WORKS	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	489.60
UTILITY FUND	60	SEWER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	489.60
UTILITY FUND	60	WATER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	244.80
GRAND AVENUE TIF FUND			SALARIES	PAYROLL GROSS COMPENSATION	843.75
GENERAL FUND		ADMINISTRATION	ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,987.49 M
GENERAL FUND		ADMINISTRATION	OFFICIALS SALARIES	PAYROLL GROSS COMPENSATION	3,025.00 M

		BOTH OPEN AND PAID					
Fund	Department	Line Item	Item Description	Amount			
GENERAL FUND	ENGINEERING & BUILDING	BLDG/ENG SALARIES	PAYROLL GROSS COMPENSATION	2,201.55	M		
GENERAL FUND	POLICE	SALARIES - ADMIN/RECORDS/CSO	PAYROLL GROSS COMPENSATION	2,142.40	M		
GENERAL FUND	POLICE	SALARIES - OFFICERS	PAYROLL GROSS COMPENSATION	65,696.45	M		
GENERAL FUND	POLICE	SALARIES - PART TIME OFFICERS	PAYROLL GROSS COMPENSATION	2,072.93	M		
GENERAL FUND	POLICE	POLICE OVERTIME	PAYROLL GROSS COMPENSATION	596.10	M		
GENERAL FUND	PUBLIC WORKS	PUBLIC WORKS SALARIES	PAYROLL GROSS COMPENSATION	15,359.66	M		
GENERAL FUND	PUBLIC WORKS	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	1,965.50	M		
GENERAL FUND	PUBLIC WORKS	PUBLIC WORKS OVER-TIME	PAYROLL GROSS COMPENSATION	36.47	M		
GENERAL FUND	PUBLIC WORKS	ON-CALL/CALL OUT PAY	PAYROLL GROSS COMPENSATION	326.60	M		
REFUSE & RECYCLING 30		SALARIES	PAYROLL GROSS COMPENSATION	2,827.76	M		
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	S/W OFFICE SALARIES	PAYROLL GROSS COMPENSATION	7,365.37	M		
UTILITY FUND 60	SEWER	SEWER SALARIES	PAYROLL GROSS COMPENSATION	15,359.66	M		
UTILITY FUND 60	SEWER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	1,965.50	M		
UTILITY FUND 60	SEWER	SEWER OVER-TIME	PAYROLL GROSS COMPENSATION	36.47	M		
UTILITY FUND 60	SEWER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	326.60	M		
UTILITY FUND 60	WATER	WATER SALARIES	PAYROLL GROSS COMPENSATION	7,679.83	M		
UTILITY FUND 60	WATER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	982.75	M		
UTILITY FUND 60	WATER	OVERTIME	PAYROLL GROSS COMPENSATION	18.24	M		
UTILITY FUND 60	WATER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	163.30	M		
GENERAL FUND	PUBLIC WORKS	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	244.80	M		
UTILITY FUND 60	SEWER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	244.80	M		
UTILITY FUND 60	WATER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	122.40	M		
GRAND AVENUE TIF FUND		SALARIES	PAYROLL GROSS COMPENSATION	843.75	M		
GENERAL FUND	ADMINISTRATION	ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,987.49	M		
GENERAL FUND	ENGINEERING & BUILDING	BLDG/ENG SALARIES	PAYROLL GROSS COMPENSATION	2,201.55	M		
GENERAL FUND	POLICE	SALARIES - ADMIN/RECORDS/CSO	PAYROLL GROSS COMPENSATION	2,142.40	M		
GENERAL FUND	POLICE	SALARIES - OFFICERS	PAYROLL GROSS COMPENSATION	65,696.43	M		
GENERAL FUND	POLICE	SALARIES - PART TIME OFFICERS	PAYROLL GROSS COMPENSATION	2,465.10	M		
GENERAL FUND	POLICE	POLICE OVERTIME	PAYROLL GROSS COMPENSATION	963.85	M		
GENERAL FUND	PUBLIC WORKS	PUBLIC WORKS SALARIES	PAYROLL GROSS COMPENSATION	15,161.93	M		
GENERAL FUND	PUBLIC WORKS	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	228.00	M		
GENERAL FUND	PUBLIC WORKS	PUBLIC WORKS OVER-TIME	PAYROLL GROSS COMPENSATION	883.99	M		
GENERAL FUND	PUBLIC WORKS	ON-CALL/CALL OUT PAY	PAYROLL GROSS COMPENSATION	257.60	M		
GENERAL FUND	PUBLIC WORKS	PART TIME WINTER PERSONNEL	PAYROLL GROSS COMPENSATION	420.00	M		
REFUSE & RECYCLING 30		SALARIES	PAYROLL GROSS COMPENSATION	2,827.76	M		
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	S/W OFFICE SALARIES	PAYROLL GROSS COMPENSATION	7,365.37	M		
UTILITY FUND 60	SEWER	SEWER SALARIES	PAYROLL GROSS COMPENSATION	15,161.93	M		
UTILITY FUND 60	SEWER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	228.00	M		
UTILITY FUND 60	SEWER	SEWER OVER-TIME	PAYROLL GROSS COMPENSATION	883.99	M		
UTILITY FUND 60	SEWER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	257.60	M		
UTILITY FUND 60	WATER	WATER SALARIES	PAYROLL GROSS COMPENSATION	7,580.96	M		
UTILITY FUND 60	WATER	SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	114.00	M		
UTILITY FUND 60	WATER	OVERTIME	PAYROLL GROSS COMPENSATION	441.99	M		
UTILITY FUND 60	WATER	ON-CALL/CALL-OUT PAY	PAYROLL GROSS COMPENSATION	128.80	M		
GENERAL FUND	PUBLIC WORKS	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	489.60	M		
UTILITY FUND 60	SEWER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	489.60	M		
UTILITY FUND 60	WATER	PART TIME PW LABORER	PAYROLL GROSS COMPENSATION	244.80	M		
GRAND AVENUE TIF FUND		SALARIES	PAYROLL GROSS COMPENSATION	843.75	M		
				Vendor Total:		415,160.72	
PAYROLL - PROCESSING FEES							
GENERAL FUND	ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	348.39	M		
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	PAYROLL - PAYLOCITY FEES	77.42	M		
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	348.39	M		
GENERAL FUND	ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	125.31	M		
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	PAYROLL - PAYLOCITY FEES	27.85	M		
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	125.31	M		
GENERAL FUND	ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	359.92	M		
REFUSE & RECYCLING 30		GARBAGE CONTRACTUAL SERVICES	PAYROLL - PAYLOCITY FEES	79.98	M		
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CONTRACT PAYROLL SERVICES	PAYROLL - PAYLOCITY FEES	359.92	M		
				Vendor Total:		1,852.49	

Fund	Department	Line Item	Item Description	Amount	
PITNEY BOWES GLOBAL FINANCIAL SERVI					
IT FUND		EQUIPMENT MAINTENANCE	RENTAL CHARGE - MARCH 20, 2025 -	195.12	D M
			Vendor Total:	195.12	
POLI CONTRACTING					
COMMUNITY CAPITAL	ADMINISTRATION	GREEN/SUSTAINABILITY IMPROVEMENT	STORMWATER REPAIRS, MISC. LOCATI	7,500.00	D M
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	2125 WOODLANE DR - WATERMAIN RE	10,992.50	D
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	230 VALLEY DR. - B. BOX REPAIR	5,850.00	D
			Vendor Total:	24,342.50	
PRAIRIE STATE WATER SYSTEMS, INC					
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	WATER INFRASTRUCTURE IMPROVEMENT	EMERGENCY WELL 6 DROP PIPE REPLA	19,099.00	
			Vendor Total:	19,099.00	
PRECISE MRM LLC					
GENERAL FUND	PUBLIC WORKS	VEHICLE & EQUIPMENT SUPPLIES	GPS DATA PLAN	120.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	VEHICLE & EQUIPMENT SUPPLIES	GPS DATA PLAN	80.00	M
GENERAL FUND	PUBLIC WORKS	VEHICLE & EQUIPMENT SUPPLIES	CREDIT	(96.00)	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	VEHICLE & EQUIPMENT SUPPLIES	CREDIT	(64.00)	M
			Vendor Total:	40.00	
PULTE GROUP - MS 1008					
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400289	0.16	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400289	0.15	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012410082	25.40	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012410082	23.96	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012410082	0.33	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012410082	0.31	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012410082	26.47	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012410082	23.53	
UTILITY FUND 60	WATER	WATER USAGE	UB refund for account: 012400083	20.00	
UTILITY FUND 60	SEWER	SEWER USAGE	UB refund for account: 012400083	18.86	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400083	5.86	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400083	5.28	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012400083	19.59	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012400083	18.45	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400083	6.29	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400083	5.67	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012410085	25.05	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012410085	23.61	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012410085	0.71	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012410085	0.63	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012400085	25.30	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012400085	23.88	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400085	0.43	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400085	0.39	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012400085	25.43	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012400085	23.98	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400085	0.31	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400085	0.28	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400085	26.32	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400085	23.68	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400085	33.99	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400085	16.01	
UTILITY FUND 60	WATER	WATER PENALTY	UB refund for account: 012400086	25.12	
UTILITY FUND 60	SEWER	SEWER PENALTY	UB refund for account: 012400086	23.70	
COMMUNITY CAPITAL		TRANSPORTATION FACILITIES FEE	UB refund for account: 012400086	0.62	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CAPITAL FEES	UB refund for account: 012400086	0.56	
			Vendor Total:	500.31	
RAY O'HERRON CO., INC					
GENERAL FUND	POLICE	UNIFORMS	BADGE - COMMANDER	22.05	M
			Vendor Total:	22.05	
RC ELECTRONICS					
GENERAL FUND	PUBLIC WORKS	VEHICLE & EQUIPMENT SUPPLIES	NEW TRUCK RADIOS	966.42	M

		BOTH OPEN AND PAID			
Fund	Department	Line Item	Item Description	Amount	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	VEHICLE & EQUIPMENT SUPPLIES	NEW TRUCK RADIOS	644.28	M
			Vendor Total:	<u>1,610.70</u>	
ROBERTA WOLK					
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 407 N BECK RD	62.48	M
			Vendor Total:	<u>62.48</u>	
RUSH POWER SYSTEMS, LLC					
UTILITY FUND 60	SEWER	EQUIPMENT REPAIRS & MAINTENANCE	LS8 GEN SET REPAIR	6,868.30	D M
UTILITY FUND 60	SEWER	GENERATOR MAINTENANCE	ANNUAL GEN SET MAINTENANCE	8,694.27	D M
UTILITY FUND 60	WATER	GENERATOR MAINTENANCE	ANNUAL GEN SET MAINTENANCE	2,499.63	D M
GENERAL FUND	POLICE	BUILDING & GROUNDS MTCE POLICE	ANNUAL GEN SET MAINTENANCE	746.00	D M
			Vendor Total:	<u>18,808.20</u>	
RUSSO'S POWER EQUIPMENT, INC					
GENERAL FUND	PUBLIC WORKS	GRAVEL/SHOULDER REPAIR	EXELSIOR BLANKET - STOCK	60.78	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GRAVEL/SHOULDER REPAIR	EXELSIOR BLANKET - STOCK	91.18	
			Vendor Total:	<u>151.96</u>	
RYAN FEENEY					
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 2324 POTOMAC COURT	45.00	M
			Vendor Total:	<u>45.00</u>	
SAFEBUILT LLC LOCKBOX 88135					
GENERAL FUND	POLICE	SALARIES-P/T CSO/FRONT DESK	CODE ENFORCEMENT - MAY 2025	3,574.16	M
			Vendor Total:	<u>3,574.16</u>	
SAFELITE FULFILLMENT, INC.					
GENERAL FUND	POLICE	VEHICLE SERVICE	#84 - WINDSHIELD	823.12	M
			Vendor Total:	<u>823.12</u>	
SECRETARY OF STATE					
GENERAL FUND	POLICE	VEHICLE SERVICE	REGISTRATION RENEWAL - CHIEF'S D	151.00	
			Vendor Total:	<u>151.00</u>	
SEILER INSTRUMENT & MFG. CO., INC.					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SOFTWARE SUPPORT/LICENSING	ANNUAL CATALYST 60	460.00	
			Vendor Total:	<u>460.00</u>	
SIGN A RAMA GRAYSLAKE					
GENERAL FUND	PUBLIC WORKS	STREET SIGNS	LINDEN'S TEMP CLOSED SIGNAGE	181.90	
			Vendor Total:	<u>181.90</u>	
SOLENIS					
UTILITY FUND 60	SEWER	FACILITY CHEMICALS	POLYMER	5,857.36	D M
			Vendor Total:	<u>5,857.36</u>	
SONDAY SERVICES					
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	FIRE HYDRANT REPAIR - GELDEN ROA	8,670.00	D M
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	WATER MAIN REPAIR - 411 S THORNW	6,293.74	D M
GENERAL FUND	PUBLIC WORKS	GRAVEL/SHOULDER REPAIR	TOP SOIL STOCK	290.00	D M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GRAVEL/SHOULDER REPAIR	TOP SOIL STOCK	435.00	D M
UTILITY FUND 60	WATER	DISTRIBUTION SYSTEM REPAIRS	HYDRANT REPAIR - 402 SURREY LANE	2,705.00	D
			Vendor Total:	<u>18,393.74</u>	
STATE INDUSTRIAL PRODUCTS					
GENERAL FUND	BUILDING & GROUNDS	REPAIRS & MAINTENANCE	CONCRETE DEGREASER/CLEANER	333.52	M
			Vendor Total:	<u>333.52</u>	
SWANSON, MARTIN & BELL, LLP					
GENERAL FUND	POLICE	LEGAL EXPENSE	APRIL 2025 PROSECUTION MATTERS	4,218.00	D M
			Vendor Total:	<u>4,218.00</u>	
TAMI MEISNER					
GENERAL FUND	PUBLIC WORKS	TREE REPLACEMENT PROGRAM	50/50 TREE - 1809 FAIRFIELD RD.	200.00	M
			Vendor Total:	<u>200.00</u>	
TIMOTHY HYLAND					
GENERAL FUND	ADMINISTRATION	COMMUNITY ACTIVITY	REIMBURSEMENT - MEMORIAL DAY CEF	179.93	M
			Vendor Total:	<u>179.93</u>	
TOBIAS GRUCHOT					
GENERAL FUND	ADMINISTRATION	COMMUNITY ACTIVITY	REIMBURSEMENT - FLOWERS MEMORIAL	425.00	M
			Vendor Total:	<u>425.00</u>	
ULINE					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	254.50	M

VILLAGE OF LINDENHURST Treasurer's Report
 EXP CHECK RUN DATES 05/13/2025 - 06/23/2025
 BOTH JOURNALIZED AND UNJOURNALIZED

Fund	Department	Line Item	Item Description	Amount	
BOTH OPEN AND PAID					
GENERAL FUND	PUBLIC WORKS	OPERATING SUPPLIES	OPERATING SUPPLIES	381.75	M
GENERAL FUND	PUBLIC WORKS	SAFETY SUPPLIES & SERVICES	TRAFFIC CONE BAR	130.60	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SAFETY SUPPLIES & SERVICES	TRAFFIC CONE BAR	195.89	
			Vendor Total:	<u>962.74</u>	
USA BLUEBOOK					
GENERAL FUND	PUBLIC WORKS	SAFETY SUPPLIES & SERVICES	DO METER RETURN	11.15	
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TOOLS	REPLACEMENT FLOOD LIGHT	325.23	
UTILITY FUND 60	SEWER	OPERATING SUPPLIES	LAB CHEMICALS	287.78	
UTILITY FUND 60	SEWER	EQUIPMENT REPAIRS & MAINTENANCE	DO PROBE REPLACEMENTS	1,112.15	M
			Vendor Total:	<u>1,736.31</u>	
USIC LOCATING SERVICES, INC					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	JULIE - CONTRACT UTILITY LOCATING	MAY 2025 LOCATING SERVICES	8,254.77	D M
			Vendor Total:	<u>8,254.77</u>	
USPS STAMP FULFILLMENT SERVICES					
GENERAL FUND	ADMINISTRATION	POSTAGE	STAMPS TO GO ORDER	4,380.00	M
			Vendor Total:	<u>4,380.00</u>	
VICKI HODDER					
REFUSE & RECYCLING 30		ENVIRONMENTAL PROGRAMS	50/50 RAIN BARREL - 2417 SE THOF	60.00	M
			Vendor Total:	<u>60.00</u>	
WAUKEGAN TIRE					
GENERAL FUND	POLICE	VEHICLE SERVICE	SQUAD TIRES (4)	1,524.00	M
			Vendor Total:	<u>1,524.00</u>	
WGNAM					
ECONOMIC DEVELOPMENT FUND		OTHER PROFESSIONAL SERVICES	YOUR HOMETOWN SERIES	10,500.00	M
			Vendor Total:	<u>10,500.00</u>	
YELLOWSTONE LANDSCAPE INC					
UTILITY FUND 60	SEWER	LANDSCAPING CONTRACT	MAY 2025 MOWING	3,484.08	D M
UTILITY FUND 60	WATER	LANDSCAPING CONTRACT	MAY 2025 MOWING	746.00	D M
GENERAL FUND	PUBLIC WORKS	LANDSCAPING CONTRACT	MAY 2025 MOWING	5,854.56	D M
			Vendor Total:	<u>10,084.64</u>	
			Grand Total:	<u>889,148.33</u>	

Fund Totals:	
GENERAL FUND 01	460,686.73
I.M.R.F./F.I.C.A. FUND 06	16,058.48
IT FUND 11	13,386.57
LIABILITY INSURANCE FUND 14	11,732.00
MOTOR FUEL TAX FUND 15	1,068.53
COMMUNITY CAPITAL FUND 21	39,703.56
MISCELLANEOUS ESCROW FUND 24	4,528.80
REFUSE & RECYCLING FUND 30	18,927.49
ECONOMIC DEVELOPMENT FUND 40	11,077.00
GRAND AVENUE TIF FUND 41	3,363.25
UTILITY FUND 60	285,891.30
WATER/SEWER CAPITAL FUND 61	19,099.00
SANITARY DISTRICT FUND 89	3,625.62
Total For All Funds:	<u>\$889,148.33</u>



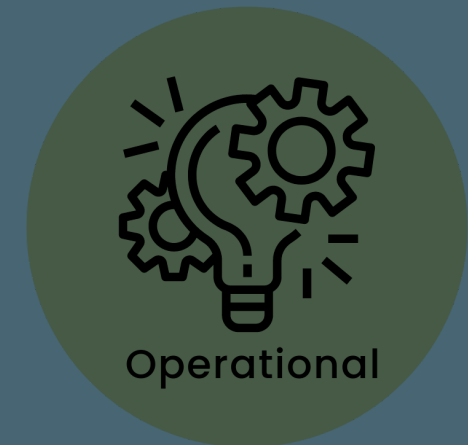
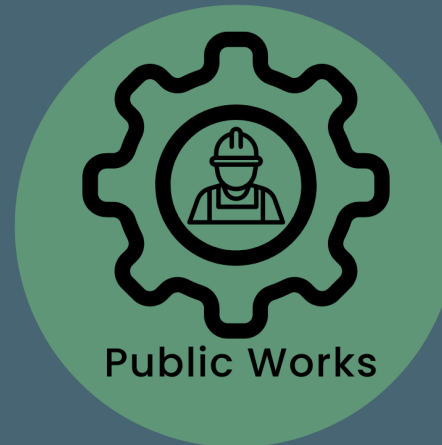
Village of Lindenhurst Strategic Priority Dashboard

Welcome to the Village of Lindenhurst's Strategic Priority Dashboard! This interactive tool provides key performance indicators (KPIs) selected by each Village department and functional area to track progress towards our Strategic Plan and operational goals.

Mission Statement

The Village of Lindenhurst, in partnership with our community, continuously strives to provide a safe, healthy, and vibrant environment through quality customer service, public safety, progressive leadership, and financial responsibility.

Village Functional Areas



All data is displayed by Fiscal Year (FY), unless otherwise specified. The Village's fiscal year runs from May 1- April 30.

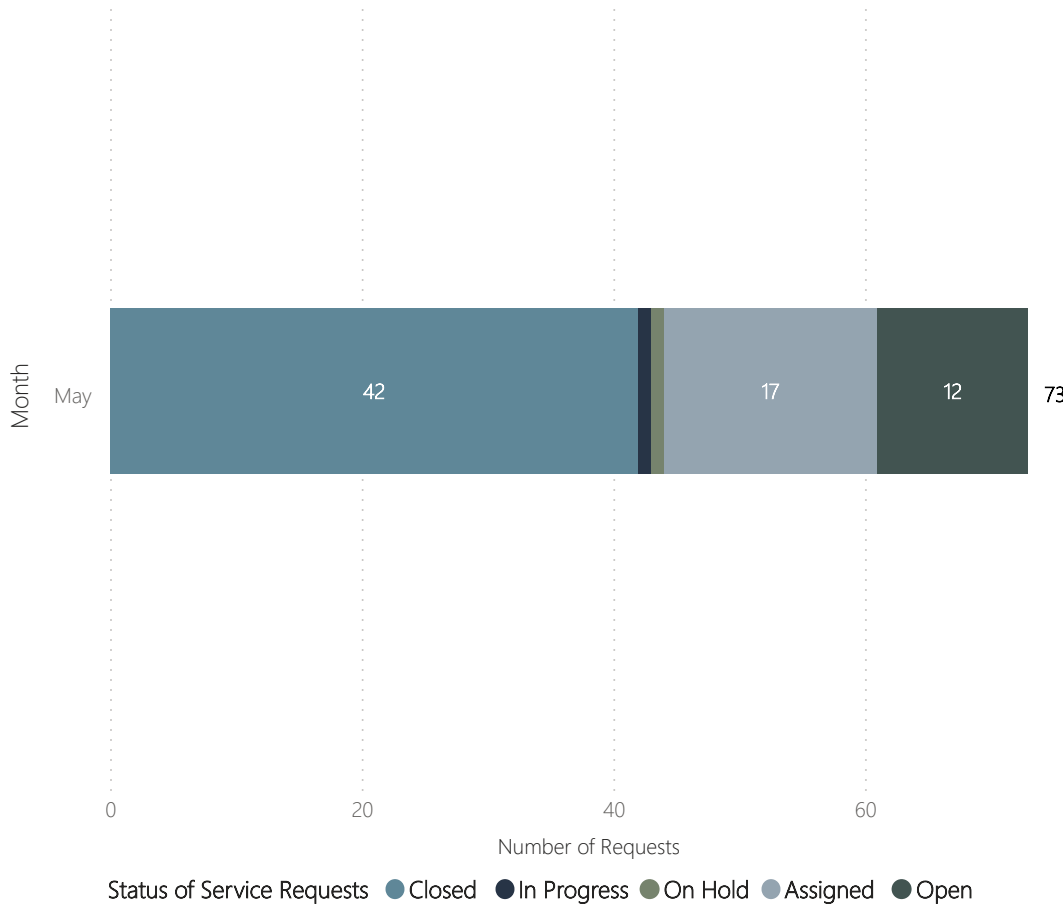


Administration & Communications

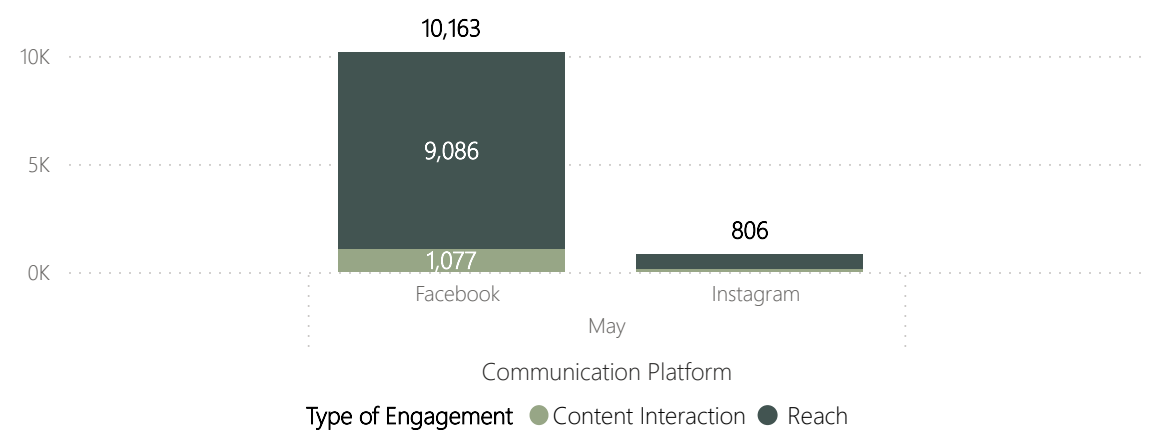
Village Strategic Plan Alignment Key

- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

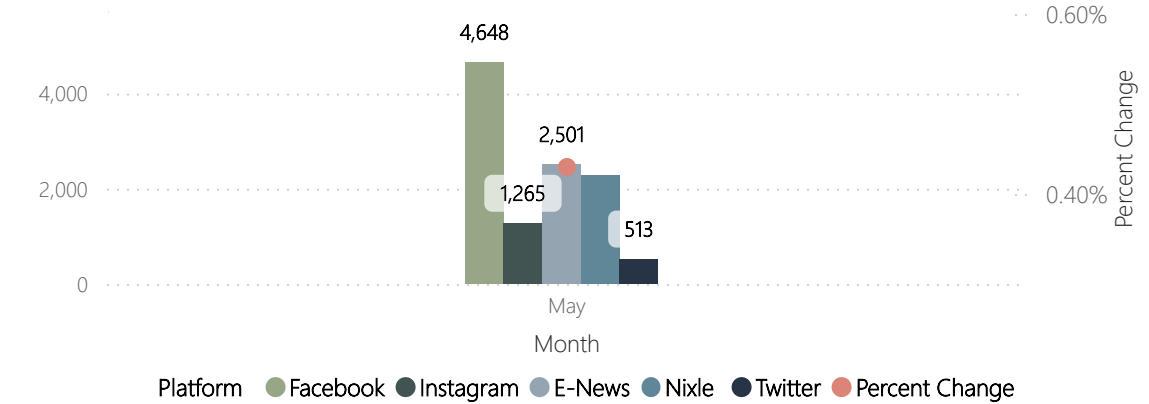
Service Requests Completion



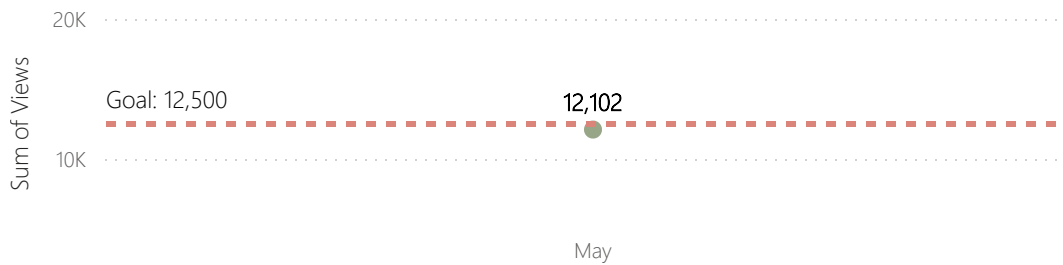
Social Media Total Engagement



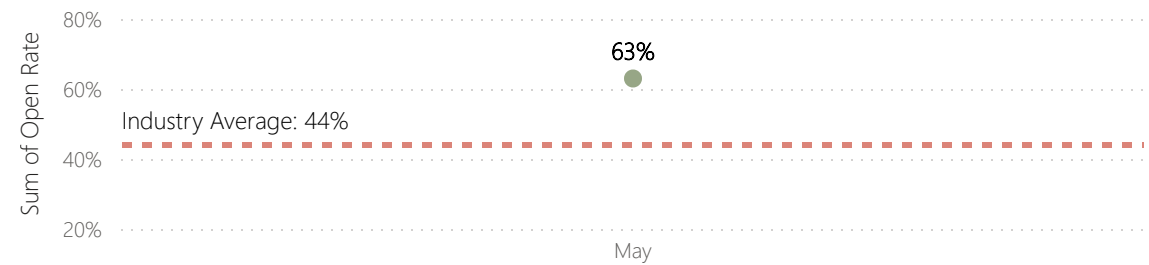
Village Social Media Platform Followers



Website Views



E-Newsletter Open Rate



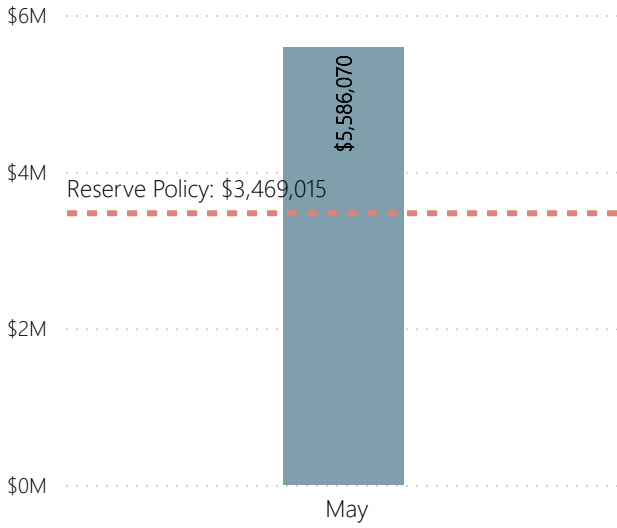


Finance

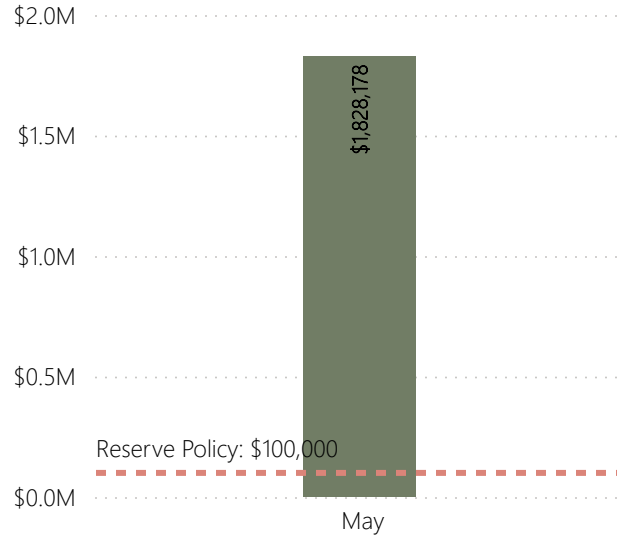
Village Strategic Plan Alignment Key

- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
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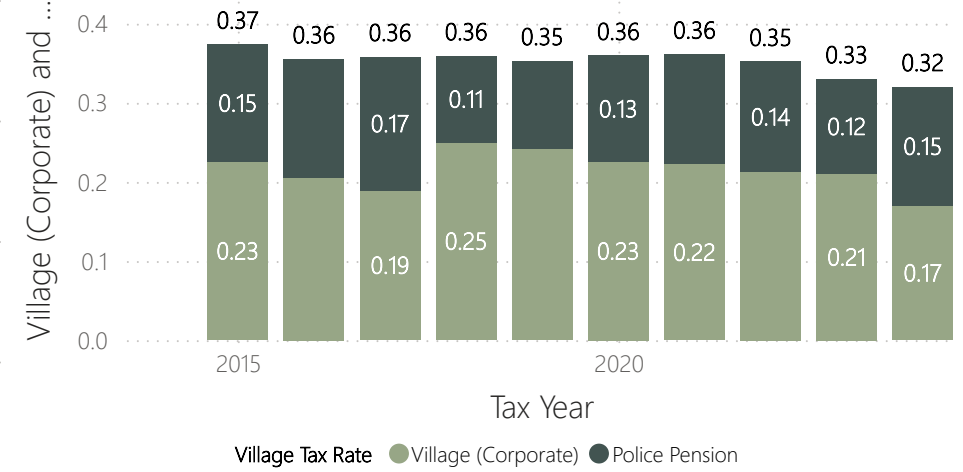
General Fund Cash Balance



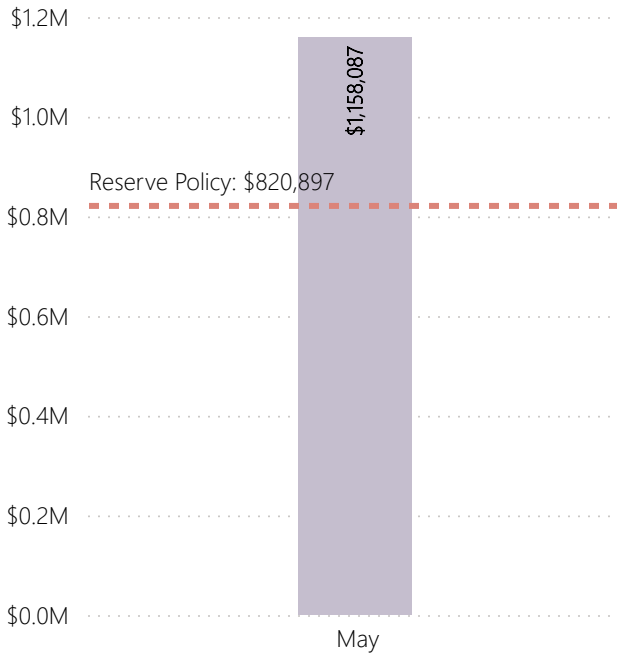
MFT Fund Cash Balance



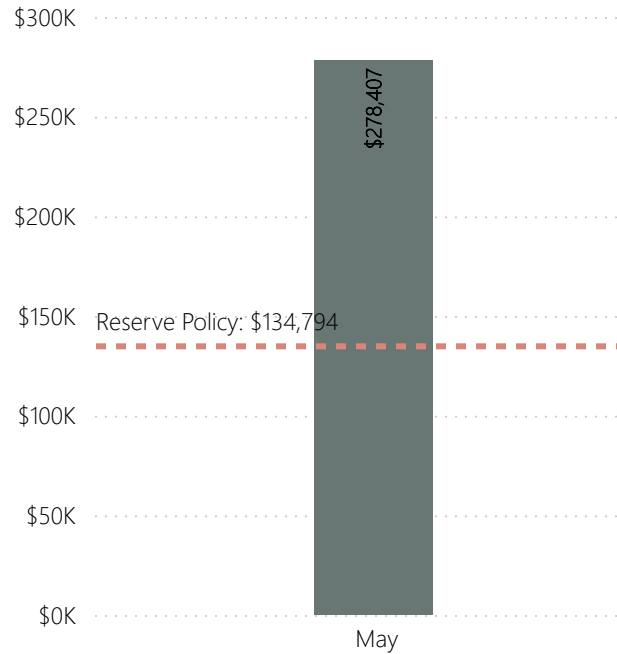
Annual Village Property Tax Rate



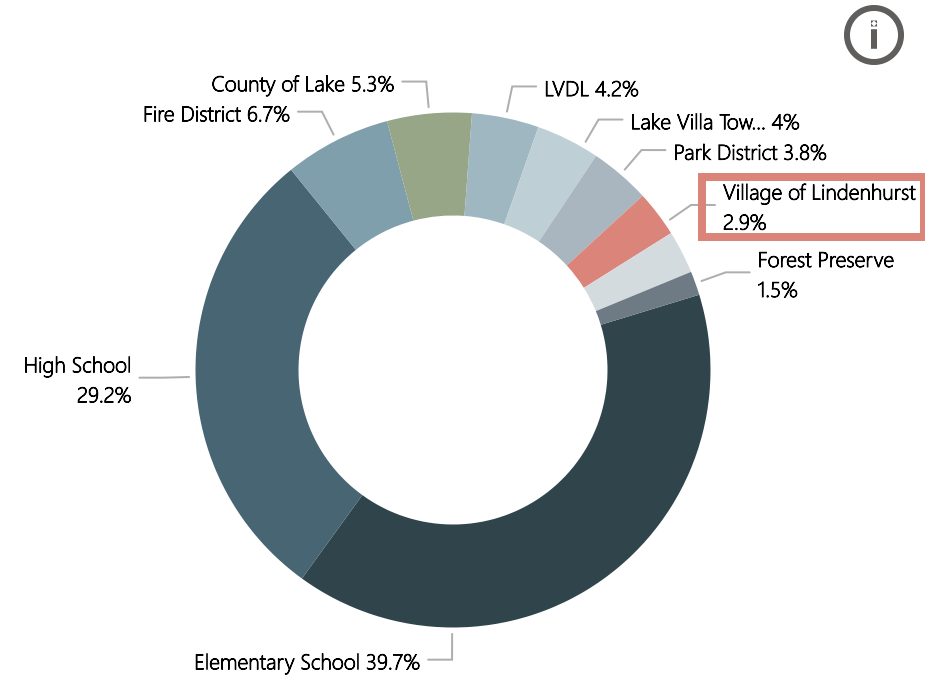
Water/ Sewer Fund Cash Balance



Garbage Fund Cash Balance



Property Tax Rate by Taxing Body



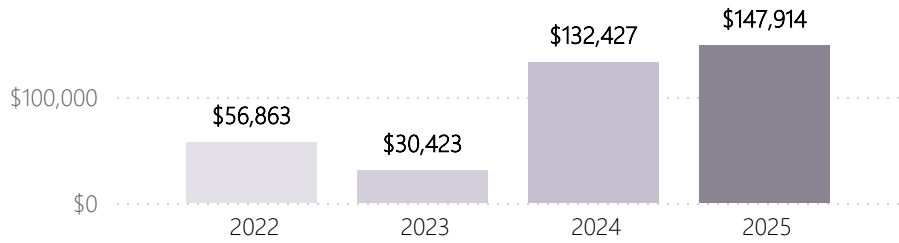


Village Strategic Plan Alignment Key

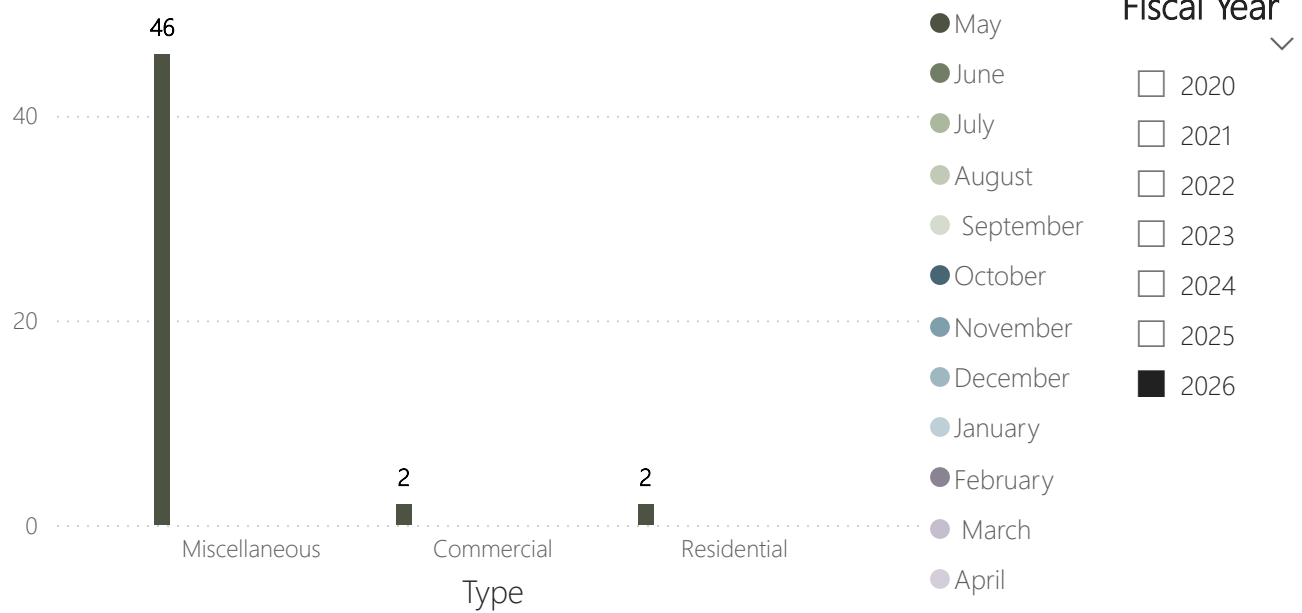
- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

Development

LEAP Dollars Awarded to Businesses



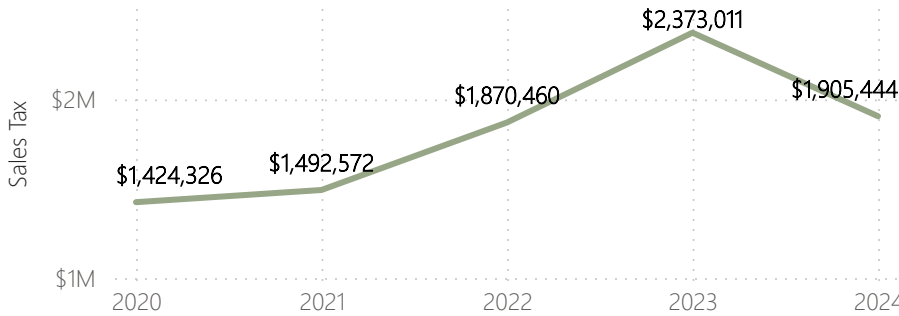
Monthly Building Permit Information



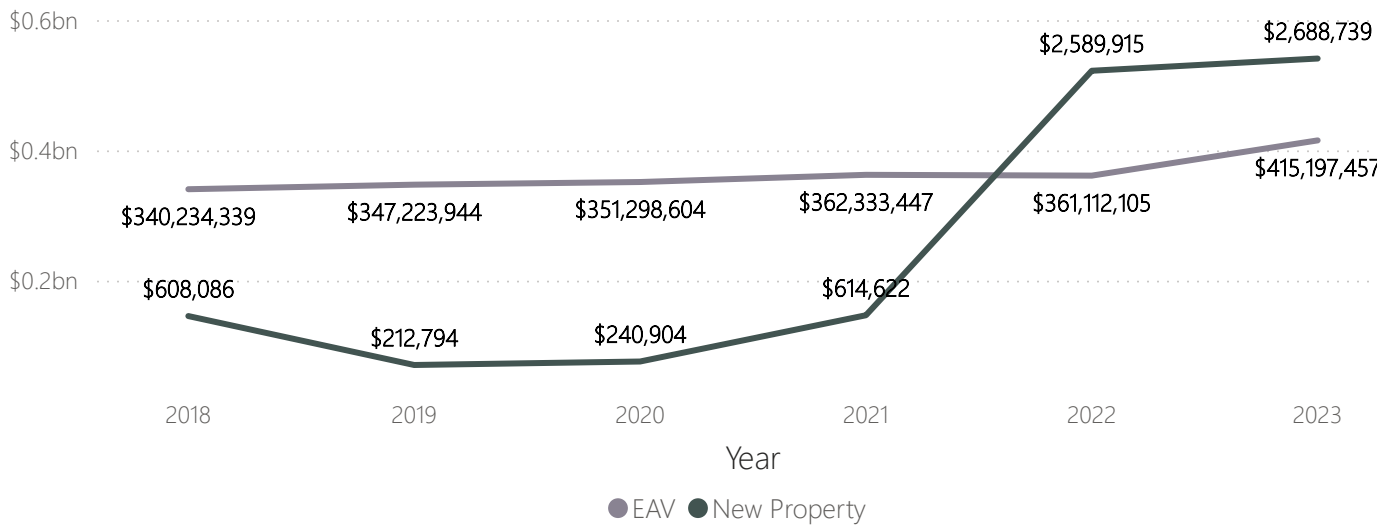
Filter by Fiscal Year

- 2020
- 2021
- 2022
- 2023
- 2024
- 2025
- 2026

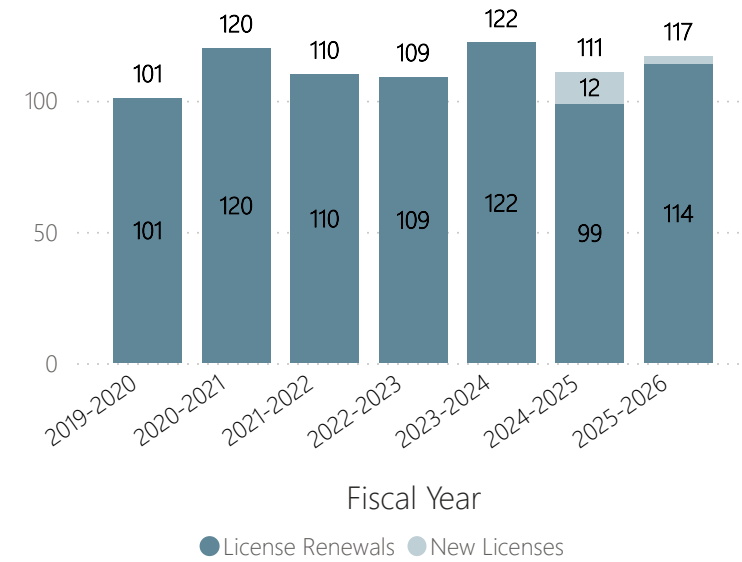
Sales Tax



Lindenhurst Taxable Equalized Assesed Value (EAV)



Fiscal Year Business License Information



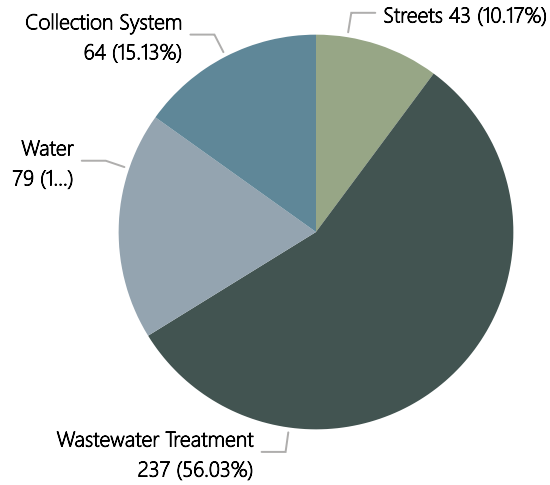


Village Strategic Plan Alignment Key

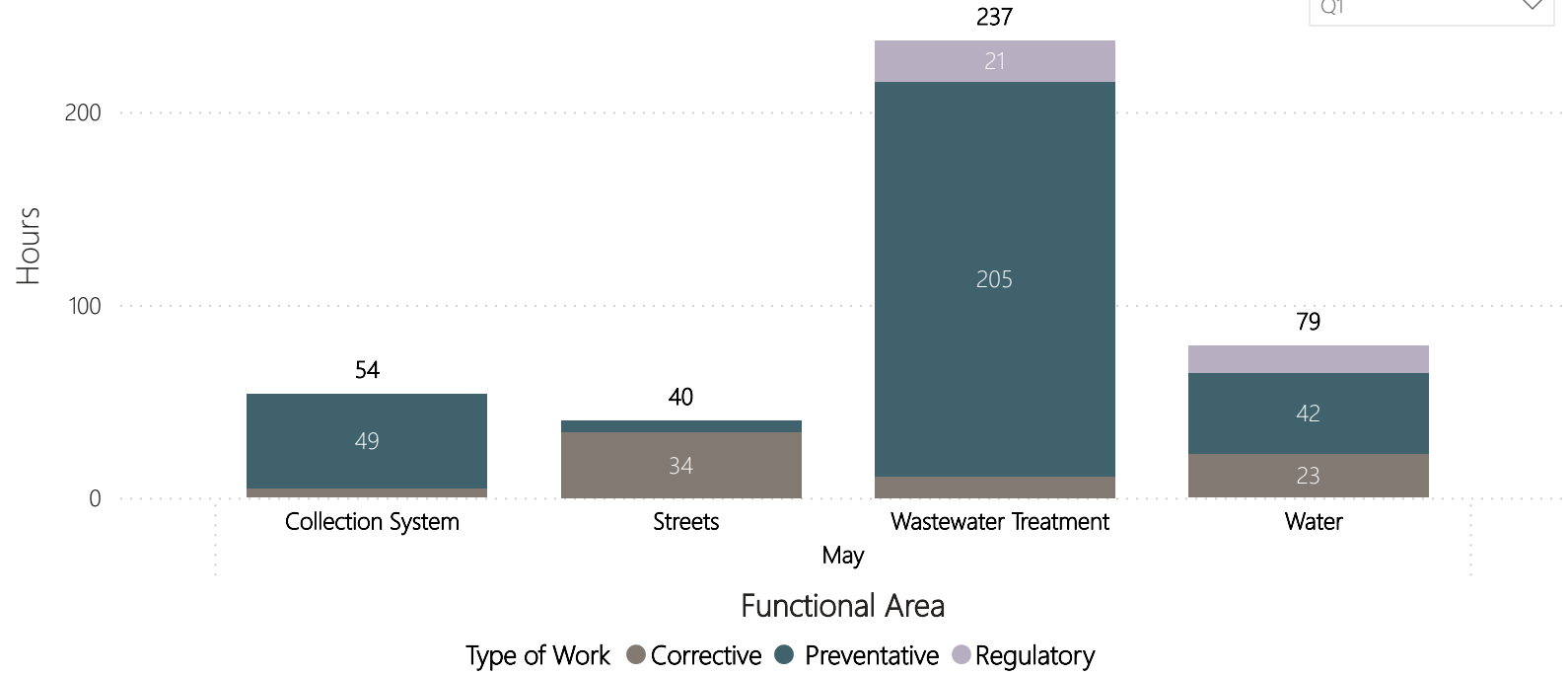
- Community Branding & Engagement
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Public Works

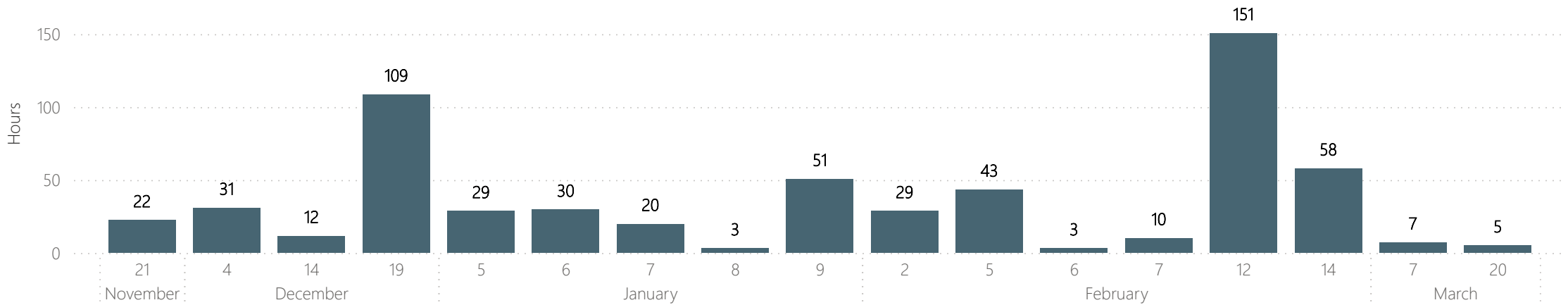
May-Time Spent in Functional Areas



Time Performed in Public Works Functional Area



2024-2025 Snow Season- Hours to Complete Event



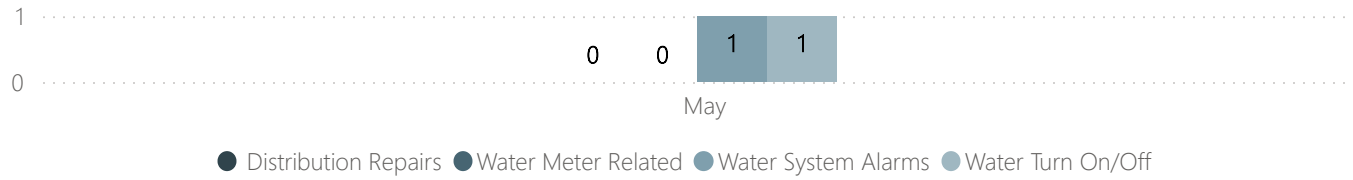


Village Strategic Plan Alignment Key

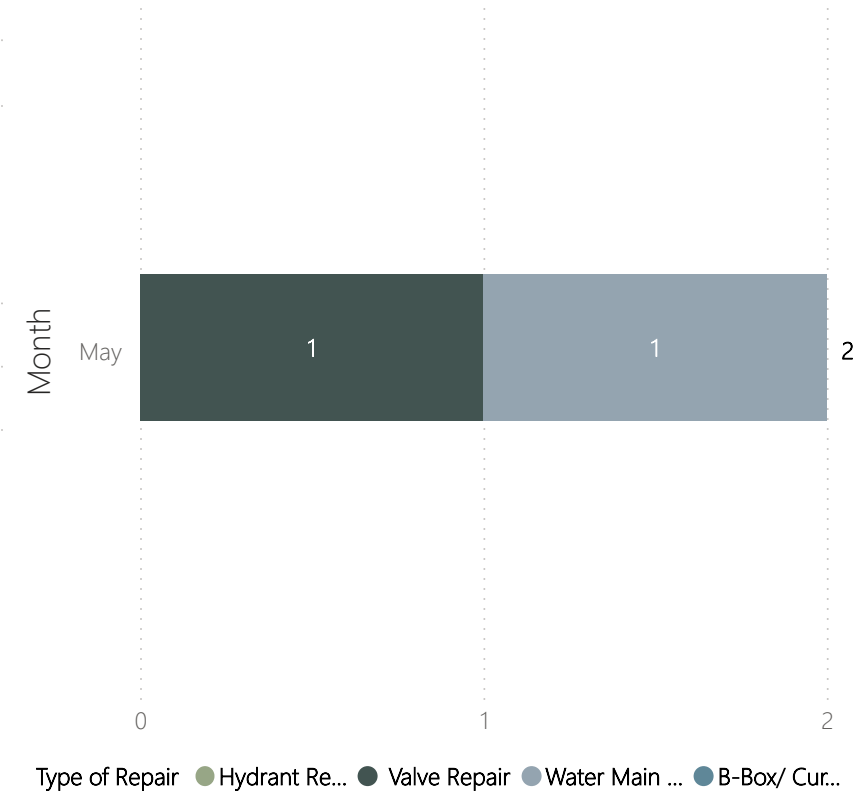
- Community Branding & Engagement
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Public Works

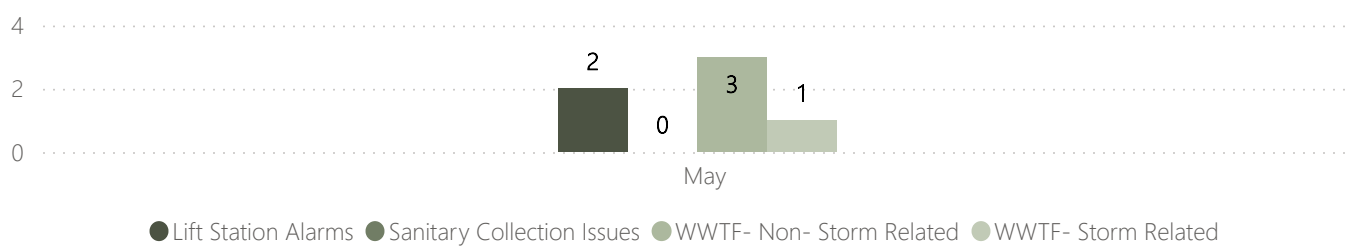
After Hour Call Outs: Water



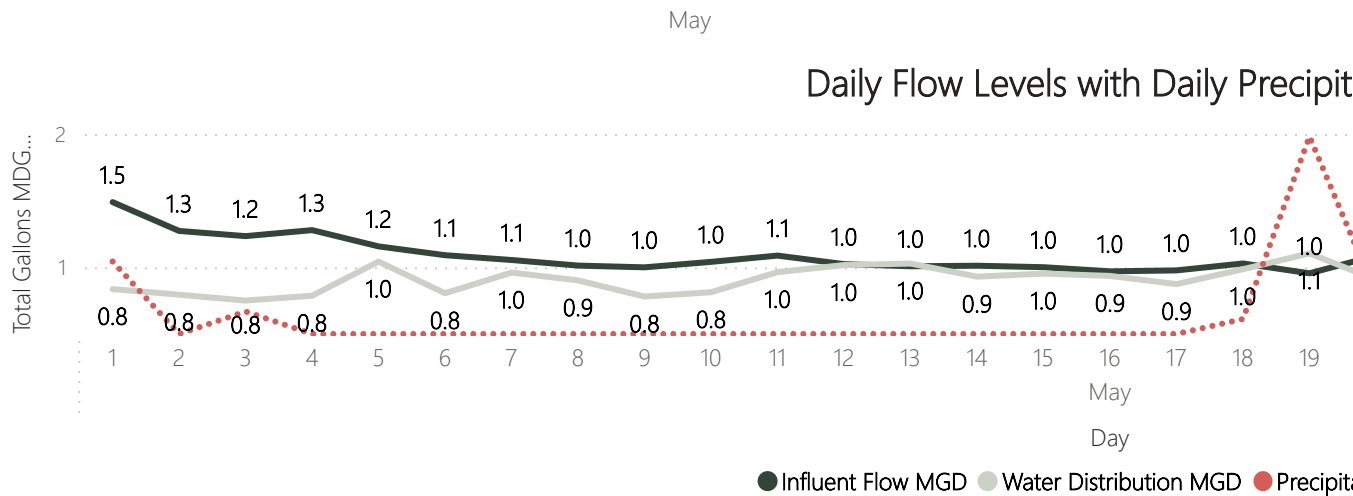
Distribution Repairs



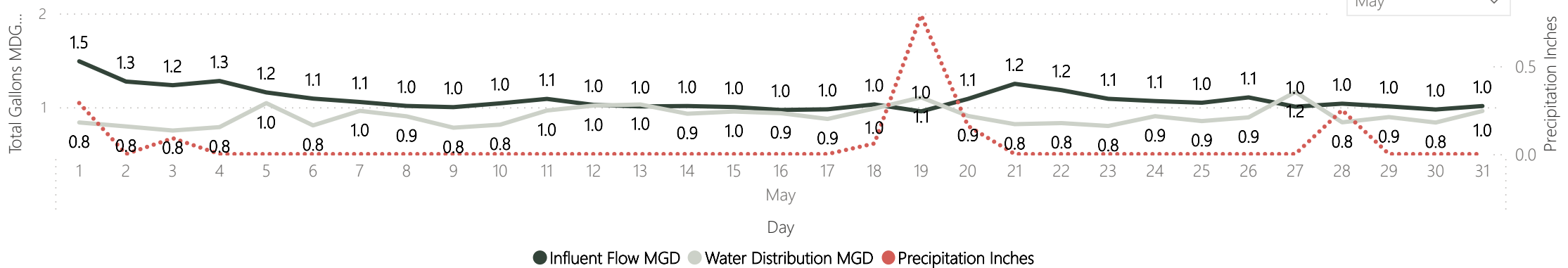
After Hour Call Outs: Sanitary



After Hour Call Outs: Streets



Daily Flow Levels with Daily Precipitation



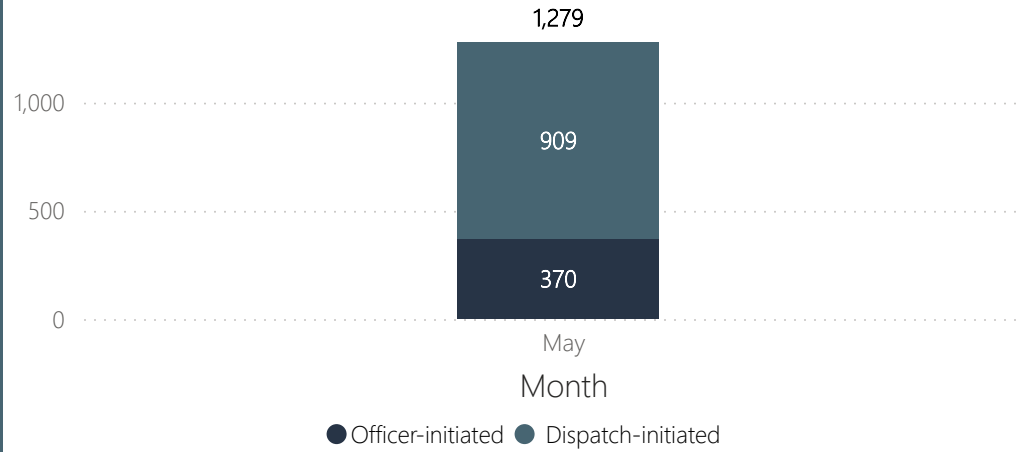


Village Strategic Plan Alignment Key

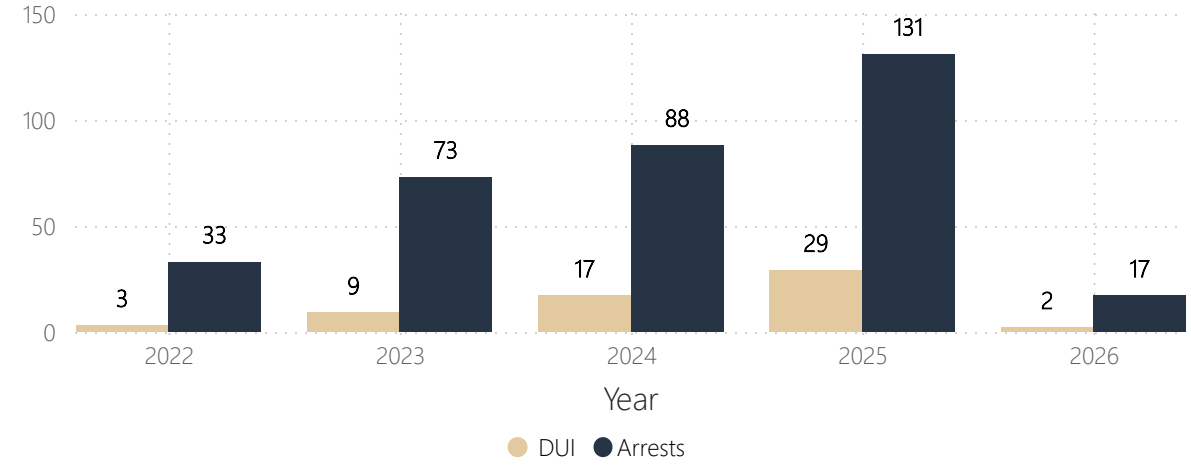
- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

Police

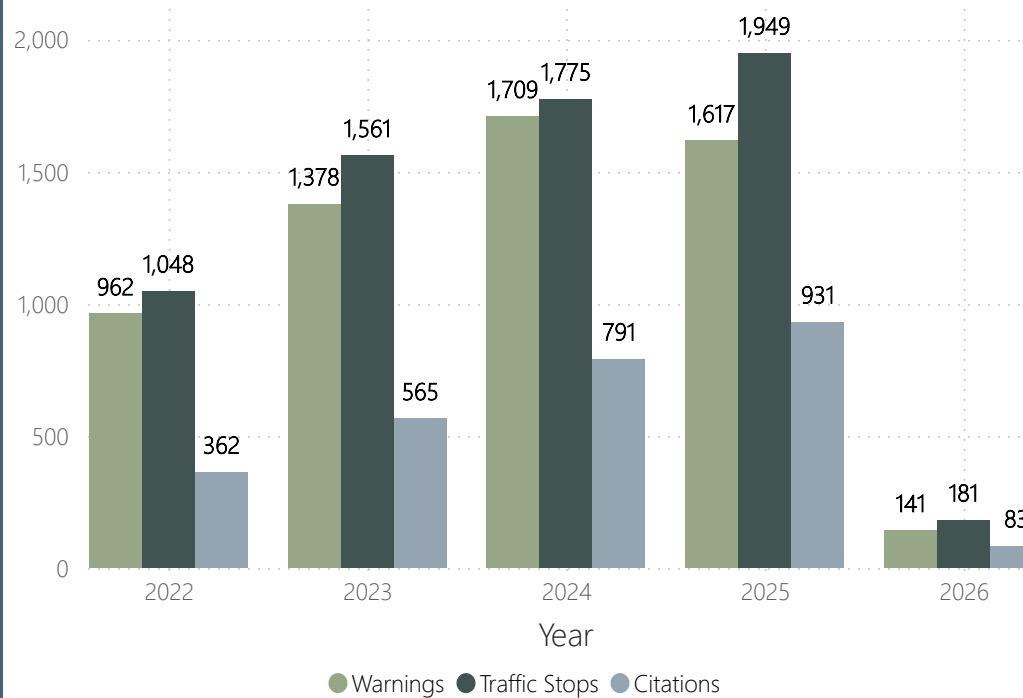
Calls for Service



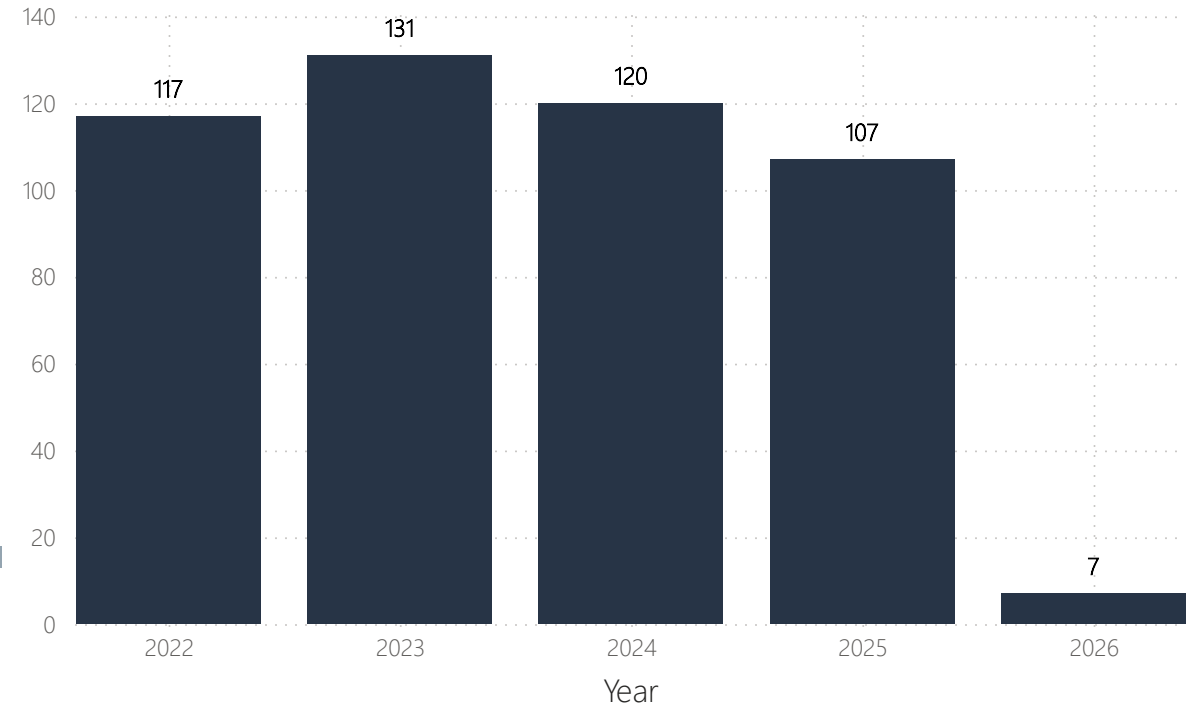
Arrest Data



Traffic Enforcement



Accident Data





Capital Projects Tracking

Filter by Capital Project Category

Village Strategic Plan Alignment Key

- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

(Blank)

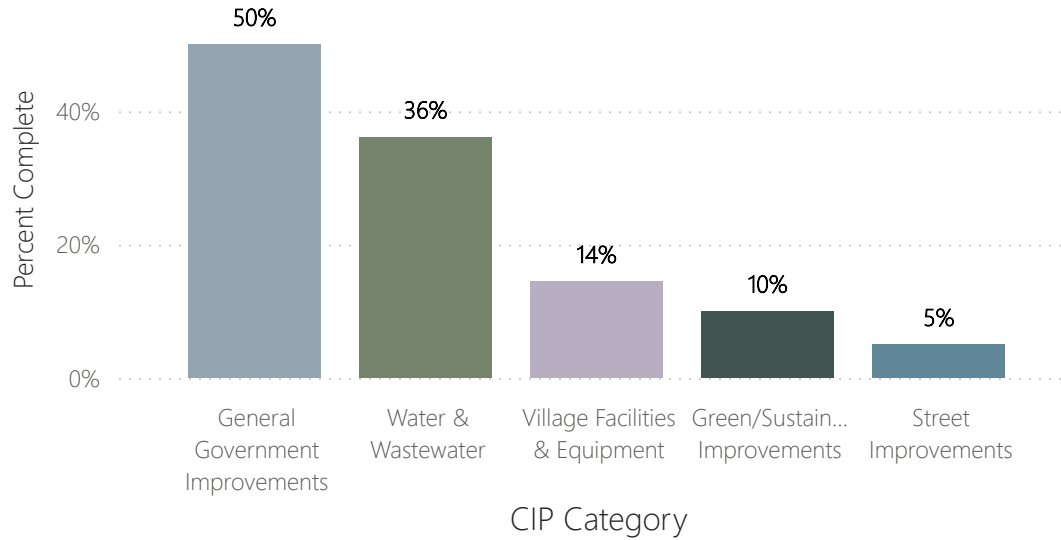
Green/Sustainability Improvements

Street Improvements

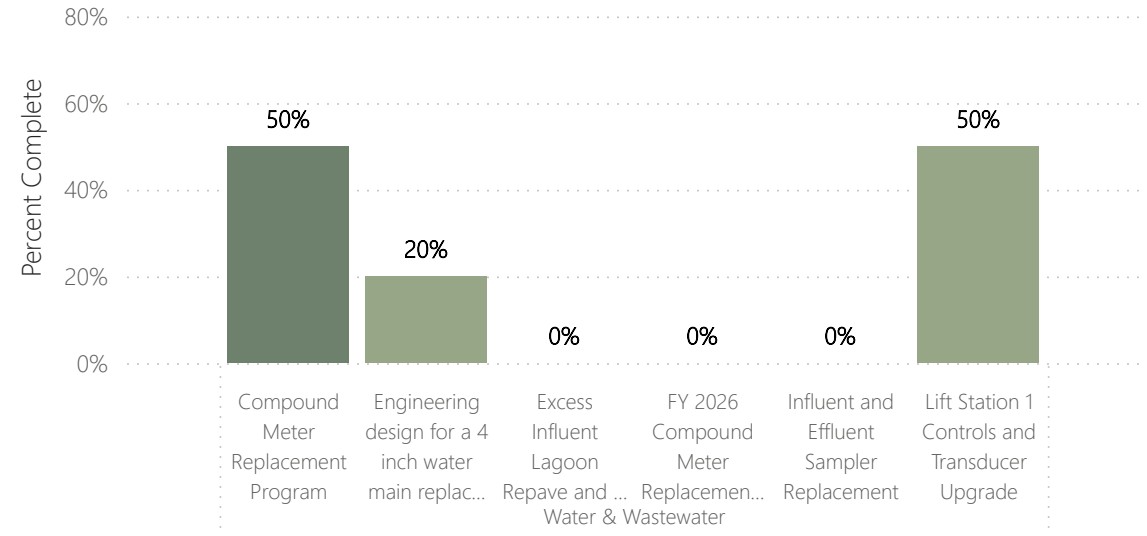
Village Facilities & Equipment

Water & Wastewater

Capital Projects Progress by Category



Capital Projects Progress by Project

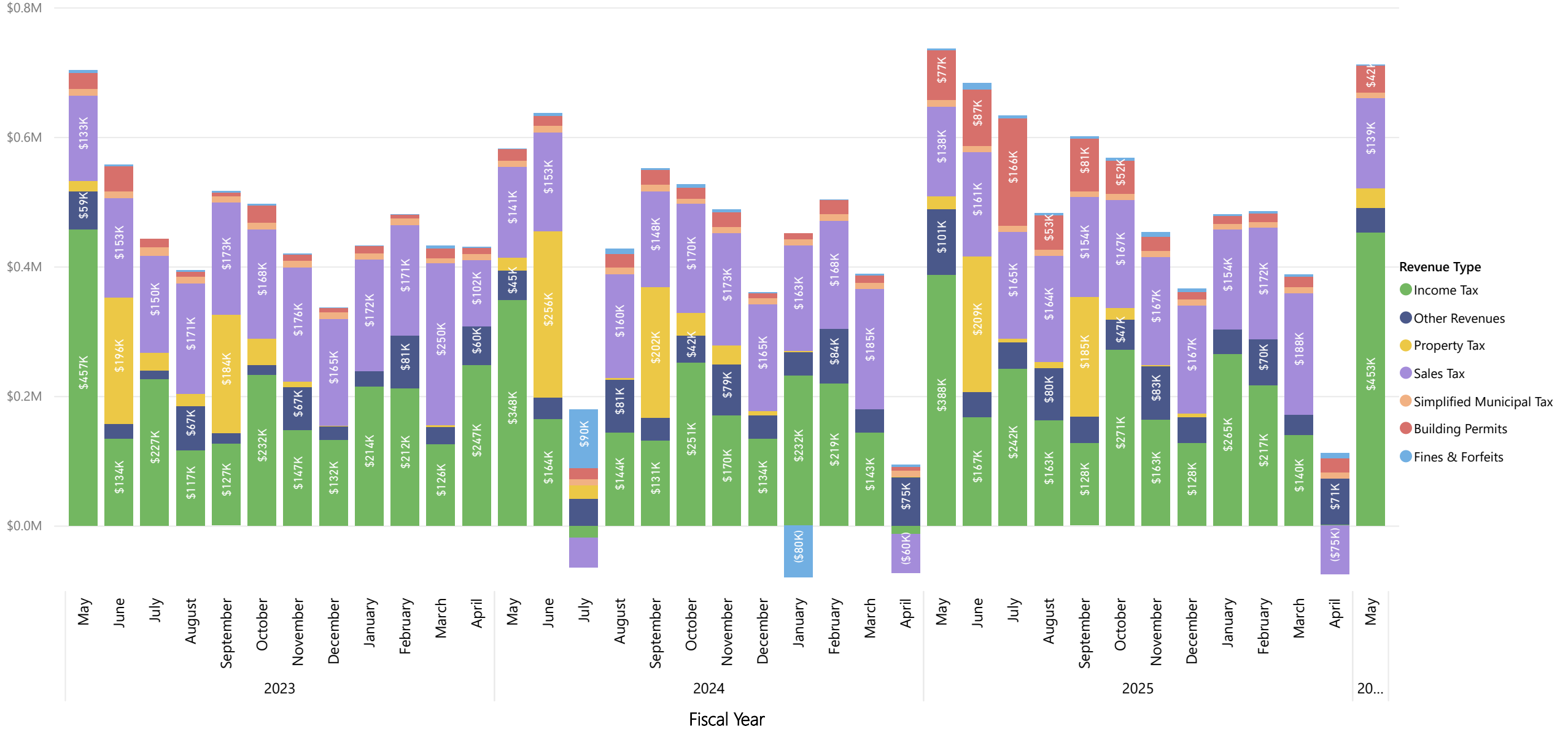


CIP Category	% Complete	Project Description
<input checked="" type="checkbox"/> Water & Wastewater		
<input checked="" type="checkbox"/> Lift Station Upgrades and Improvements		
Lift Station 1 Controls and Transducer Upgrade	50%	The pump controller and transducer are obsolete, replacement part are no longer available. Upgrade includes PLC, Touch Panel, programming for future SCADA integration.
Lift station 10 ATS Replacement	50%	Automatic transfer switch for the standby generator does not work properly and needs to be replaced. Contractor ordered parts and will schedule work.
Lift Station 2 ATS replacement.	50%	Automatic transfer switch for the standby generator does not function properly and needs to be replaced. Contractor ordered parts and will schedule work.
Lift Station 2, 8, and 5 Driveway resurfacing	50%	The original driveway asphalt deteriorated and needs to be replaced. Contractor to schedule work.
Lift Station 5, PLC replacement	0%	Replacement and programming of a Lift Station 5 control PLC.
<input checked="" type="checkbox"/> Village Wastewater Infrastructure Improvements	10%	Public Works Selected Lift Station 4 Sewer Network for Smoke testing
<input type="checkbox"/> Wastewater Facility Improvements		

Village of Lindenhurst Financial Tracking and Detail Report



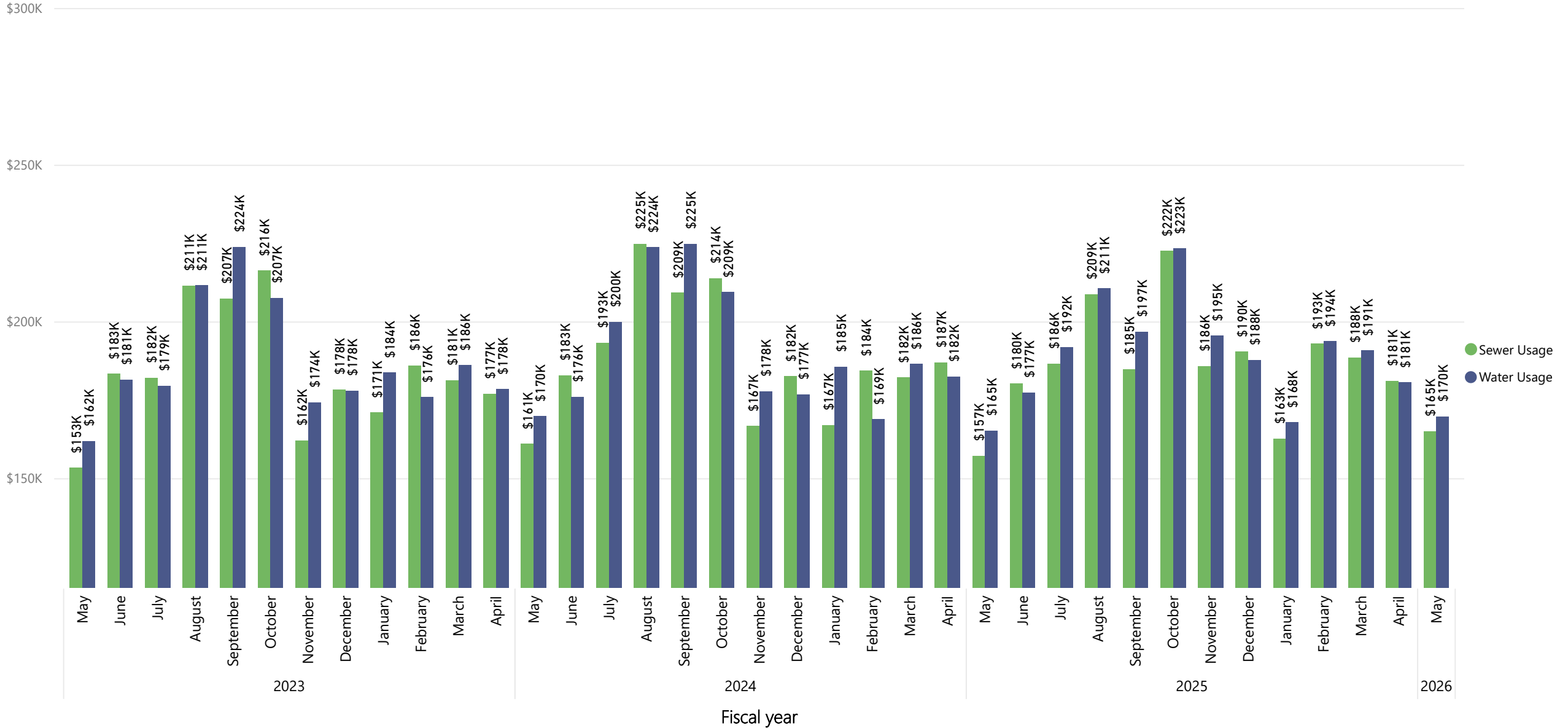
Annual General Fund Revenues by Type



Village of Lindenhurst Financial Tracking and Detail Report

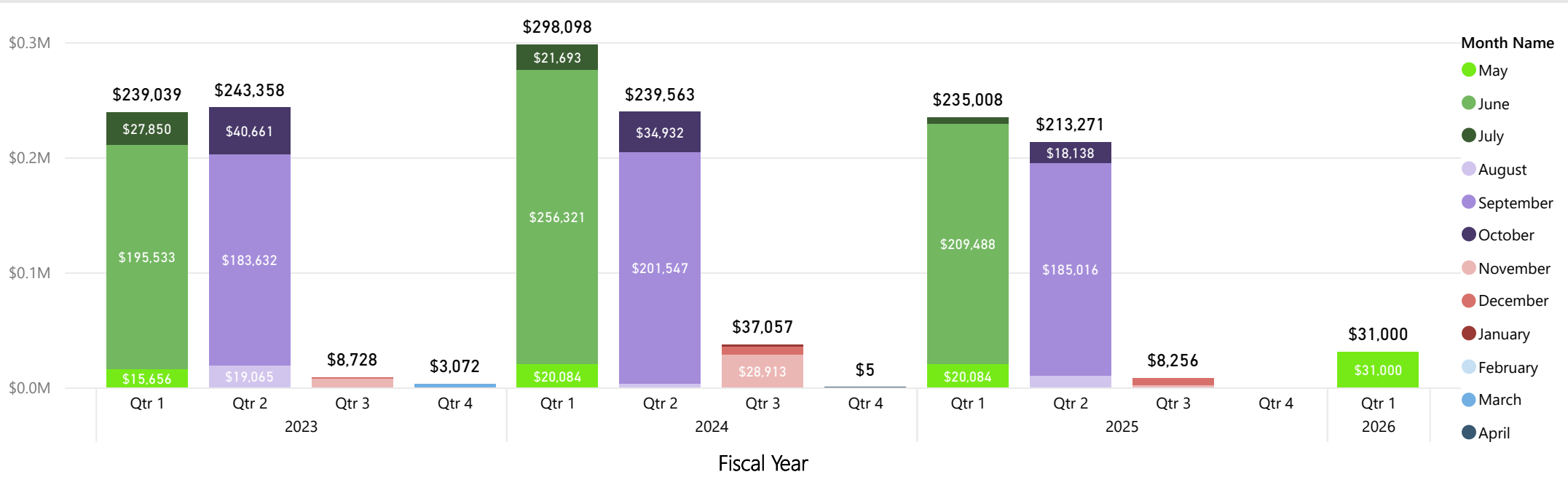


Annual Water and Sewer Receipts

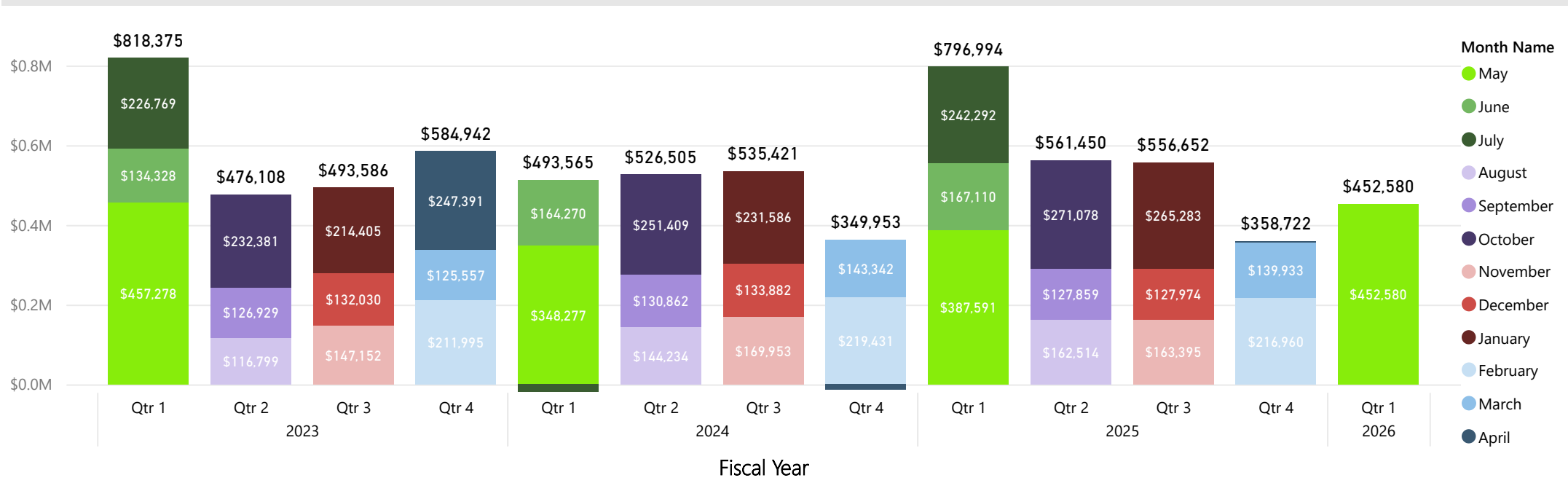


General Fund
Individual
Revenue
Sources

Property Tax Receipts by Month

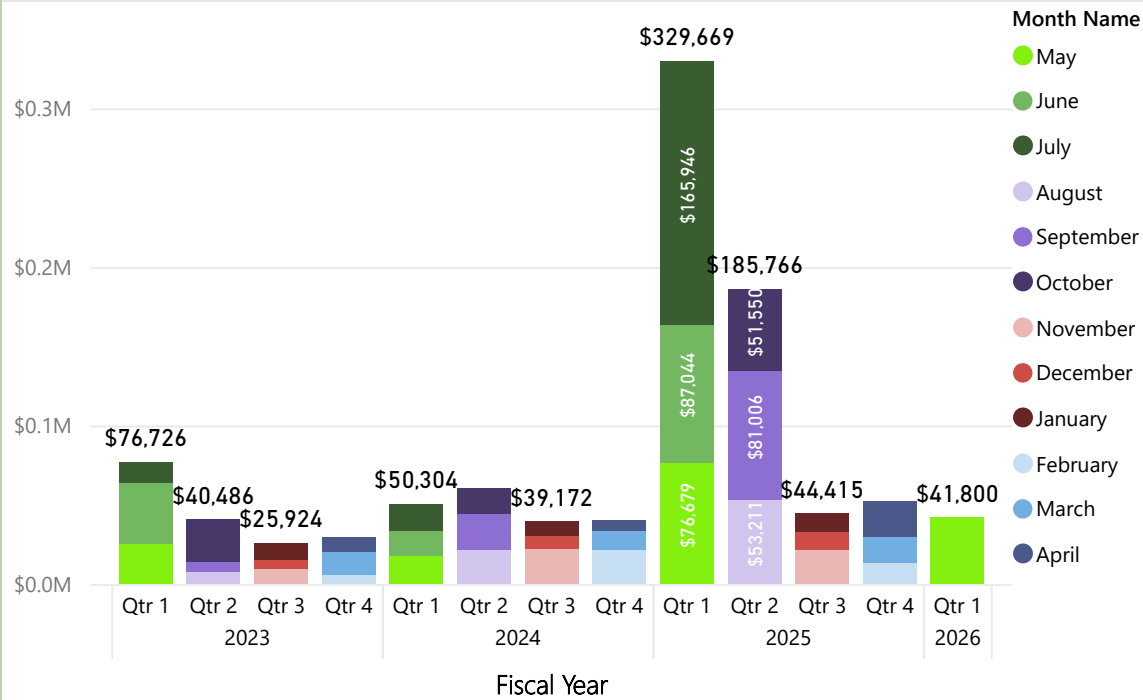


Income Tax Receipts by Month

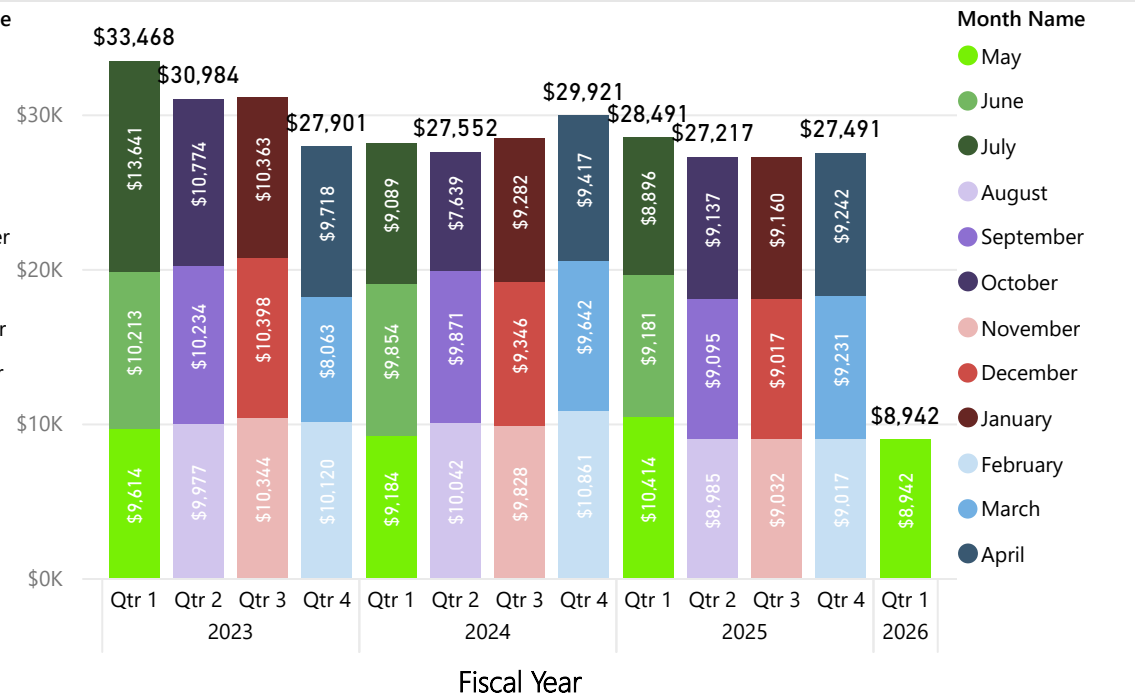


General Fund Individual Revenue Sources

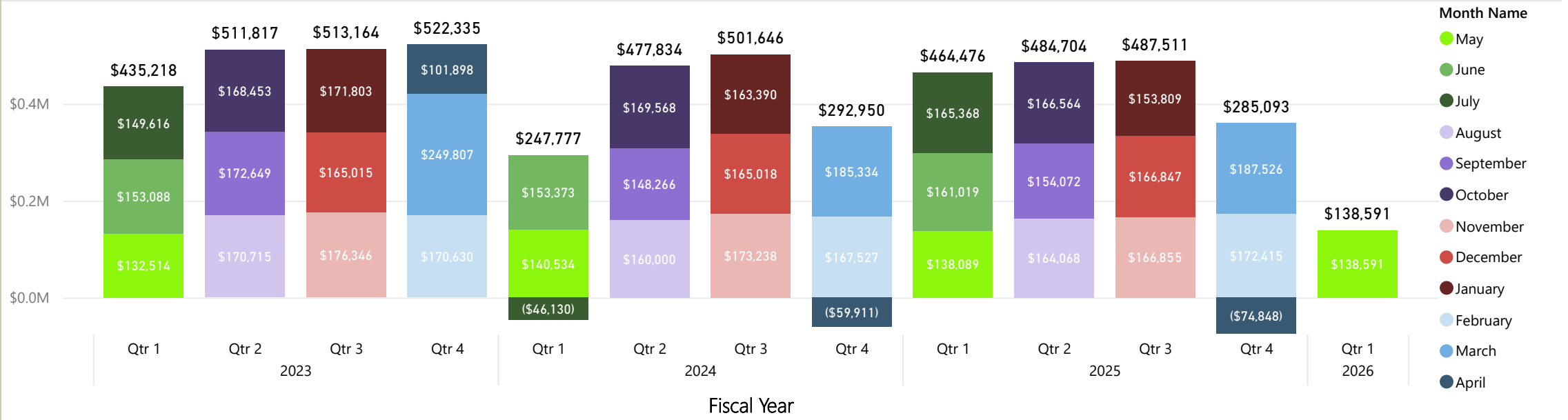
Building Permits Receipts by Month



Simplified Municipal Tax Receipts by Month

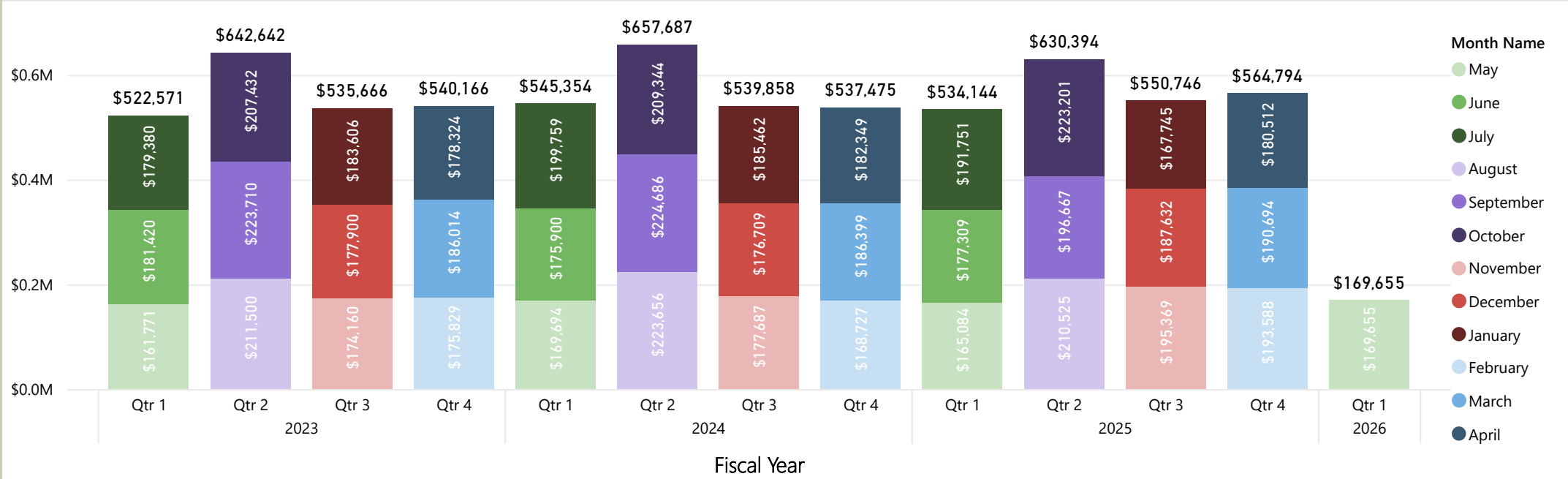


Sales Tax Receipts by Month

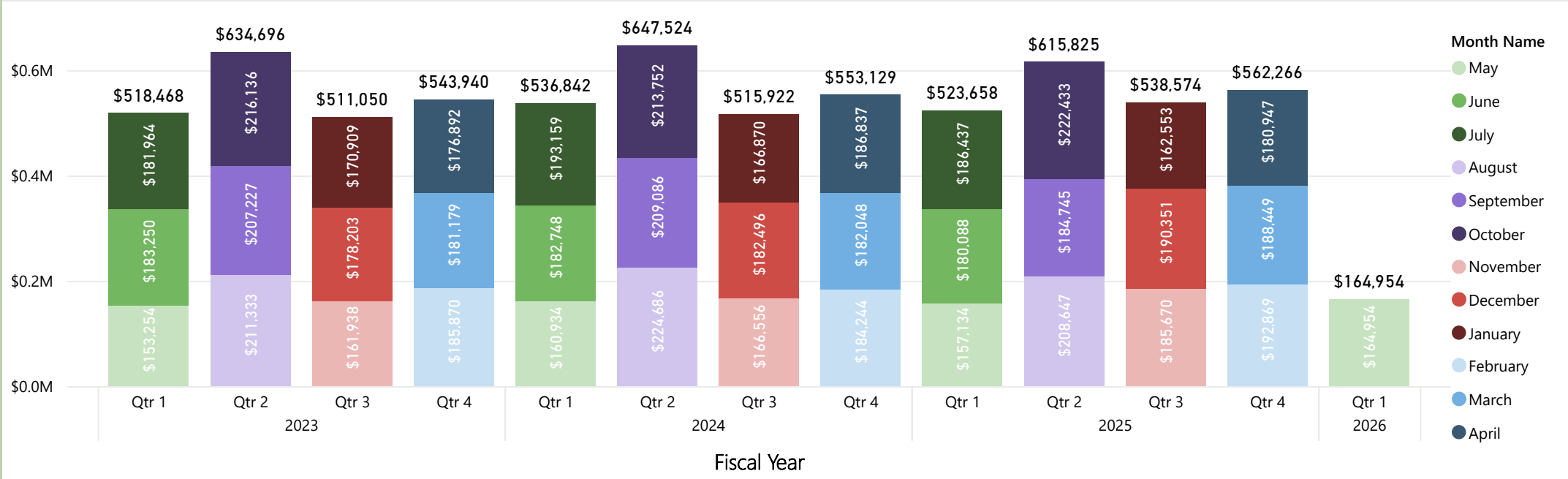


Water/ Sewer Revenues by Month

Water Usage Revenues by Month



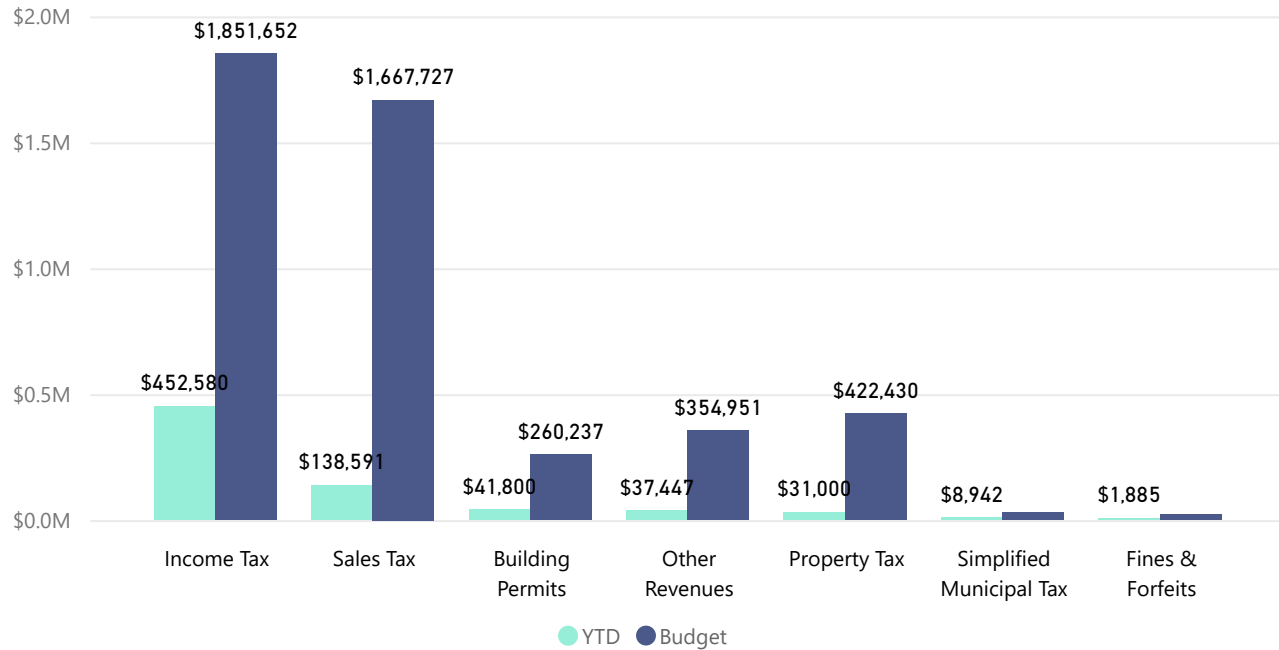
Sewer Usage Revenue by Month



General Fund Historical Revenues

FY	Month Name	Property Tax	Sales Tax	Income Tax	Fines & Forfeits	Building Permits	Simplified Municipal Tax	Other Revenues
2026	May	\$31,000	\$138,591	\$452,580	\$1,885	\$41,800	\$8,942	\$37,447

Actual Fiscal Year 26 Revenue Compared to Budget

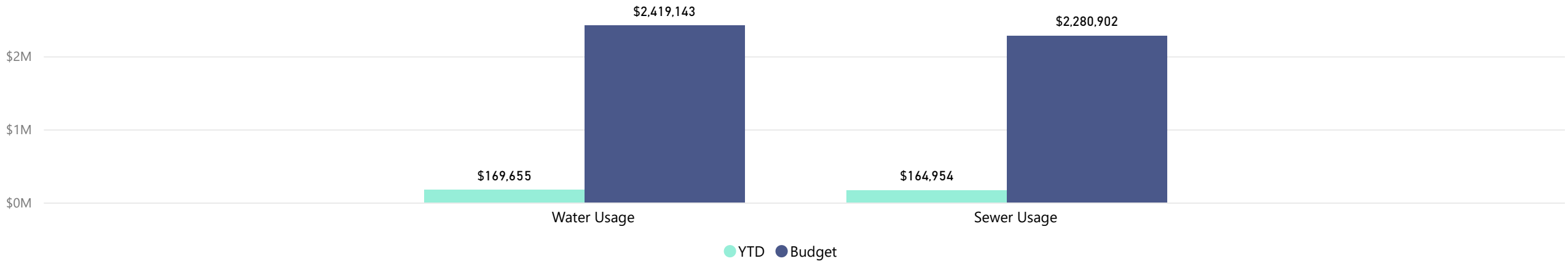


Revenues	YTD	Budget	%
Building Permits	\$41,800	\$260,237	16.06 %
Fines & Forfeits	\$1,885	\$21,862	8.62 %
Income Tax	\$452,580	\$1,851,652	24.44 %
Other Revenues	\$37,447	\$354,951	10.55 %
Property Tax	\$31,000	\$422,430	7.34 %
Sales Tax	\$138,591	\$1,667,727	8.31 %
Simplified Municipal Tax	\$8,942	\$30,304	29.51 %

Water/ Sewer fund Historical Revenues

FY	Month Name	Water Usage	Sewer Usage
2026	May	\$169,655	\$164,954

Actual Fiscal Year 26 Revenue Compared to Budget



Revenues	YTD	Budget	% of Budget
Sewer Usage	\$164,954	\$2,280,902	7 %
Water Usage	\$169,655	\$2,419,143	7 %





MEMORANDUM

DATE: June 19, 2025

TO: Mayor Marturano and the Village Board of Trustees

FROM: Clay T. Johnson, Village Administrator

RE: **Regular Village Board Meeting Agenda Transmittal for June 23, 2025**

New Business

A. Advise and Consent: Mayoral Appointments

The Mayor has received a letter of interest from Mr. John Muellner to serve on the Veterans' Memorial Commission. Mr. Muellner, a Lindenhurst resident, was in attendance at the Commission's last scheduled meeting on May 13th and at the Memorial Day ceremony. If approved, Mr. Muellner's term would begin effective immediately and run until April 30, 2027. Mr. Muellner's letter of interest and resume are included in the meeting materials.

The Mayor also received interest from Mr. Stephen Buck to fill a vacancy on the Lakes Commission. Mr. Buck has attended past meetings and understands the role of the commission. If approved, Mr. Buck would serve a term ending April 30, 2026.

B. Ordinance 25-6-2319: Authorizing the Disposal of Surplus Property

From time to time, our staff identifies pieces of equipment, tools, and other property that is no longer functioning, obsolete, or no longer needed. By law, the Village Board must deem that equipment surplus and eligible for proper disposal. Our departments have provided the relevant information regarding what pieces of Village property should be identified as surplus. Items which maintain resale value will be sent to auction. Other items will be destroyed or disposed.

C. Ordinance 25-6-2320: Dissolution of Special Service Area #4

Originally approved in 1997 to help facilitate the development of the Falling Waters Subdivision, Special Service Area #4 was created to help generate property tax funds to assist with the infrastructure improvements for the subdivision, primarily the installation of storm sewers and water mains. At the time, the Village Board chose to issue municipal debt supported by the property tax revenues to construct public improvements. Those bonds that were subsequently issued permitted broad uses of the funds for the construction of a variety of public assets – sidewalks, street lights, storm sewers, etc.

With the completion of the sidewalk extension along Falling Waters Boulevard from the former Lake Forest Center for Fitness to Falling Waters Way, the Village exhausted the



remaining monies held within the special revenue fund last year and all improvements have long been installed and expensed. Therefore, the special service area has outlived its functional life and should be formally dissolved. Within your packet, the enclosed ordinance will dissolve the special service area and close the special service fund (Fund #46) within our chart of accounts.

D. Resolution 25-6-2322R: Authorizing the Transfer of Funds

Pursuant to past practice and our fiscal policies, as cash balances in operational funds exceed established thresholds, the Village Board may transfer funds from operational funds into capital project funds annually. Excess cash balances in operating funds may be due to greater than anticipated revenues or performing better than budgeted expenses. Transferring funds allows the Village to fund new capital projects and initiatives in future years.

The transfer amounts will be based on fund balances as of May 1, 2025 – the beginning of the FY 26 fiscal year. The proposed fund transfers based on current fiscal policy are calculated below:

General Fund Balance on (5/1/25)	\$5,189,732
Water/Sewer Fund Balance on (5/1/25)	\$1,023,793

Village fiscal policy establishes a target balance within the General Fund of 75% of the upcoming year’s expenses. These policies also state that the Water/Sewer Fund should maintain a target fund balance of two months’ worth of budgeted expenses. Target balances of these two operational funds for FY 25 are as follows:

General Fund FY 26 Budgeted Expenses	\$4,688,686
General Fund Target Balance (75%)	\$3,516,514
General Fund Balance (5/1/25)	\$5,189,732
Less: General Fund FY 26 Target Balance	<u>(\$3,516,514)</u>
Balance Available for Transfer	\$1,673,218

Water/Sewer Fund FY 26 Budgeted Expenses	\$5,111,702
Water/Sewer Fund Target Balance (2 mos.)	\$851,950

Water/Sewer Fund Balance (5/1/25)	\$1,023,793
Less: General Fund FY 26 Target Balance	<u>(\$851,950)</u>
Balance Available for Transfer	\$171,843



The FY 2026 Budget was approved with the intention of making a transfer of \$150,000 from the General Fund to the Economic Development Fund to support LEAP grants and the Village's broader economic development efforts. This resolution is fulfilling that intention.

Due to the payment of a deductible for a liability insurance claim, the Insurance Fund began the year with a negative balance. I am recommending a transfer of \$15,000 of the General Fund balance to bring that fund back into a positive balance. A balance of \$1,351,218 will be transferred to Community Capital. The Water/Sewer Capital Fund will receive a transfer of \$93,343 from the Water/Sewer Fund.

Unique to this request to transfer funds is a request to transfer monies to the Vehicle Replacement Fund. Our usual practice is to expense the budgeted amount of contributions from each respective work area proportionally. Each year, the Police, Streets, and Water/Sewer are charged 33% of the total amount required to maintain the proper funding of our vehicle replacement schedule. This year that internal transfer was not made. We are asking the Village Board to transfer \$157,000 from the General Fund and \$78,500 from the Water/Sewer Fund to the Vehicle Replacement Fund in accordance with our funding schedule.

E. Approval: Grand Avenue Landscaping and Signage Design Proposal – Teska Associates - \$35,760

Following the adoption of the Grand Avenue Streetscape and Design Guidelines memo, staff seeks authorization to begin the implementation of the landscape and signage elements conceptualized in the plan. Moving forward with these designs not only maintains the momentum of recent developments along Grand Avenue, but it also meets an articulated tenet of the Village's strategic plan. Staff recommends the execution of an agreement with Teska to develop formal plans for the installation of landscaping within the non-landscaped Grand Avenue medians and signage for the corridor. Landscaping and signage are some of the lower cost items recommended in the corridor study (when compared to the installation of new decorative poles), but they also present some of the greatest return on our initial investment as well.

Teska's proposal for the design of these elements are quoted at a cost of \$35,760. Services included in this proposal include the final conceptual design, preparation and submission of permitting plans to IDOT, and bid documents. Funding for the design, and any elements we can install in this fiscal year will be expensed from the Grand Avenue TIF Fund.

F. Approval: Non-Bargaining Personnel Compensation Study – MGT - \$16,575

Included in the FY 2026 budget were funds allocated in order to conduct a compensation study for those Village employees who are not covered by a collective bargaining agreement. In all, this represents approximately 28 positions. It is important to note, that



this does not mean that there are twenty-eight (28) employees whose positions are being evaluated, but twenty-eight, non-bargaining positions which are included in our current pay plan.

A request for proposal (RFP) was issued via our website on May 12th and an ad was placed in the Daily Herald notifying anyone who wished to reply to our solicitation. In addition, our RFP was sent directly to two firms known to work in this field. The Village received one proposal prior to the due date from MGT alone.

The Village has recent experience with MGT as they led the executive search for our new Chief of Police. MGT is known for their extensive experience in compensation studies primarily through GovHR who the firm acquired recently.

A review of the proposal demonstrates that the firm understands the scope of work and will accomplish a variety of tasks that will help to modernize our pay plan and ensure its competitiveness with the larger municipal government marketplace. This will be done through job description reviews, employee interviews, and market surveys. Based upon a Gantt chart provided by MGT within their proposal the estimated time it will take to complete the full study and present a final report is 16 weeks. Job description development, if needed, will take approximately 60 days to complete after the final report. The cost for MGT's service is proposed to be \$16,575.



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: A. Mayoral Appointments

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
N/A

Suggested Motion: Consent to the appointment of John Muellner to the Veterans Memorial Commission for a term ending April 30, 2027 and Stephen Buck to the Lakes Commission for a term ending April 30, 2026.

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
Elected, Appointed & Committee Members by Group
(6/23/25)

Elected Officials

Name	Position	Term Years	Term Starts	Term Expires
Marturano, Dominic	Mayor	4	5/8/23	4/30/27
Forsberg, Melissa	Clerk	2	5/12/25	4/30/27
Dickson, Pat	Trustee	4	5/12/25	4/30/29
Chybowski, Patty	Trustee	4	5/12/25	4/30/29
Suchy, Dawn	Trustee	4	5/12/25	4/30/29
Dunham, Pat	Trustee	4	5/8/23	4/30/27
Grace, Ron	Trustee	4	5/8/23	4/30/27
Rosten, Heath	Trustee	4	5/8/23	4/30/27

Mayoral Appointments

Name	Standing Committees
Chybowski, Patty - Chairman	Human Resources
Grace, Ron	Human Resources
Rosten, Heath	Human Resources
Dunham, Pat – Chairman	Finance
Dickson, Pat	Finance
Suchy, Dawn	Finance

Name	Liaison Roles
Grace, Ronald	Park District
Dunham, Pat	Public Safety
Dunham, Pat	Veterans Memorial Commission
Dunham, Pat	Lindenfest
Suchy, Dawn	Plan Commission
Dickson, Pat	Lakes Commission
Chybowski, Patty	Employee Relations
Dickson, Pat	SWALCO (alternate: Marturano)
Marturano, Dominic	CLCJAWA – Director
Suchy, Dawn	CLCJAWA - Alternate

Appointed Positions

Name	Position	Term Years	Term Starts	Term Expires
Johnson, Clay	Village Administrator	4	5/1/23	4/30/27
Johnson, Clay	Budget Officer	1	5/1/25	4/30/26
Linas, Melinda	Police Chief		3/24/25	4/30/27
Dam, Snell & Taveirne Ltd.	Treasurer	1	5/1/25	4/30/26
Baxter & Woodman Consulting Engineers (Baumann)	Stormwater Enforcement Officer	1	5/1/25	4/30/26
Long, Karleen	Collector, Deputy Clerk, ADA Grievance Officer	1	5/1/25	4/30/26
Christopher Burke Engineering	Village Engineer	1	5/1/25	4/30/26
Ancel Glink (Tappendorf)	Village Attorney	1	5/1/25	4/30/26
Swanson, Martin & Bell (Henne)	Village Prosecutor	1	5/1/25	4/30/26
McCollum, Kim	FOIA Officer	N/A	1/24/11	-
Rayome, Kristin	FOIA Officer	N/A	5/1/23	

Plan Commission / Zoning Board of Appeals

Name	Term Years	Term Starts	Term Expires
Aswad, Andrew – Chairman	2	5/1/25	4/30/27
Aswad, Andrew	5	5/1/23	4/30/28
Anderson, Bill	5	5/1/23	4/30/28
Douglas, William	5	5/1/23	4/30/28
Rovang, Philip J.	4	5/1/24	4/30/28
Buehler, Robert	4	5/1/24	4/30/28
Gheysen, Chris	5	5/1/21	4/30/26
Feld, Jon	5	5/1/21	4/30/26

Lakes Commission

Name	Lake Represented	Term Years	Term Starts	Term Expires
Dave Kraft – Chairman		1	5/1/25	4/30/26
McIntyre, Steve	At Large	2	5/1/25	4/30/27
Winter, Brad	Potomac	2	5/1/25	4/30/27
Meyers, Fritz	Waterford	2	5/1/25	4/30/27
Heinrich, Tom	Springledge	2	5/1/25	4/30/27
Kraft, Dave	At Large	2	5/1/25	4/30/27
Buck, Stephen	At Large	2	5/1/24	4/30/26
Filippo, John	At Large	2	5/1/24	4/30/26
Lowry, Kevin	At Large	2	5/1/24	4/30/26
Carlos Menor-Salazar	Linden	2	5/1/24	4/30/26

Veterans Memorial Commission

Name	Term Years	Term Starts	Term Expires
VACANT – Chairman	2	5/1/24	4/30/26
Hoogerhyde, Russ	2	5/1/25	4/30/27
Muellner, John	2	6/9/25	4/30/27
Hyland, Timothy	2	1/8/25	4/30/27
Gruchot, Toby	2	5/1/25	4/30/27
VACANT	2	5/1/25	4/30/27
VACANT	2	5/1/25	4/30/27
VACANT	2	5/1/25	4/30/27

Police Pension

*Positions appointed by Police Officers

Name	Term Years	Term Starts	Term Expires
Norlin, Carl	2	5/1/25	4/30/27
Garcia, Ramon*	2	5/1/23	4/30/24
Klahs, Kevin*	2	5/1/23	4/30/25
Rytina, John*	2	5/1/23	4/30/25
Heinrich, Tom	2	5/1/24	4/30/26

Board of Police Commissioners

Name	Term Years	Term Starts	Term Expires
Collins, Michael	3	5/1/22	4/30/25
White, Dan	3	5/1/23	4/30/26
Douglas, William	3	5/1/24	4/30/27

Emergency Disaster Coordinator

Name	Term Years	Term Starts	Term Expires
Gugel, Eric	1	5/1/25	4/30/26

Karleen Long

From: noreply@revize.com
Sent: Wednesday, June 11, 2025 7:28 AM
To: Karleen Long
Cc: Karleen Long
Subject: Village Commission Form

text-1681735305785 = STEPHEN

text-1681735306577 = BUCK

date-1681735372961 = [REDACTED]

text-1681735447320 = [REDACTED]

text-1681735506815 =

text-1681735535887 = [REDACTED]

text-1681735537223 = [REDACTED]

checkbox-group-1681735589616[] = Lakes Commission

textarea-1681735725446 = Greetings, I moved to Lindenhurst three years ago, been to a few of the lakes meetings. I retired last year as a 30 year deputy sheriff, where I participated in several committees relating to safety and security. Honestly this would be my first opportunity to volunteer in local government.

Looking forward to helping out anyway I can.

Thank you for your consideration

Stephen Buck

Client IP = 73.72.232.169

CAUTION: This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Clay Johnson

From: Dominic Marturano [REDACTED]
Sent: Tuesday, May 20, 2025 9:18 AM
To: Clay Johnson
Subject: Fwd: Veterans' Memorial Commission
Attachments: John Muellner Resume 04_07_25 (2).pdf

Appointment for Veterans Memorial Commission.

Sent from my iPhone

Begin forwarded message:

From: John Muellner [REDACTED]
Date: May 13, 2025 at 8:10:04 AM CDT
To: [REDACTED]
Subject: Veterans' Memorial Commission

Dear Dominic,

I am reaching out today to express my interest in becoming a member of the Veterans' Memorial Commission Board. Throughout my life, I have remained committed to community service, public leadership, and honoring the values that have shaped our nation - especially the sacrifices made by our servicemen and servicewomen.

A little bit about myself. I earned my undergraduate degree from Northern Illinois University, where I focused on a hybrid program in Marketing Research, Analysis, and Educational Resource Development for a Diverse Society. I later completed a Master's in Public Administration from National Louis University, which provided me with the tools to better understand and influence public policy, community development, and civic engagement.

My professional experience spans both the nonprofit and public sectors. I've held leadership roles in organizations such as the YMCA and YWCA, where I managed teams, programs, and community partnerships. These roles deepened my understanding of how collaborative efforts can create lasting impact. I'm especially passionate about ensuring that the values of service, sacrifice, and unity are preserved and promoted within our local institutions.

In the community, I serve as one of the Lake Villa Lions, where we support humanitarian causes and bring volunteers together to meet local needs. I'm also the President of the Lake Villa Township Republican Club, a role that has allowed me to work closely with civic leaders and advocate for responsible governance. I am an active member of Prince of Peace Catholic Church and the That Man Is You men's group, both of which have helped shape my values around faith, family, and service.

I view the Veterans Memorial Commission as an important opportunity to give back by helping honor those who have defended our freedoms. I would be proud to contribute to the planning, care, and continued relevance of a memorial that not only preserves history but also instills a spirit of gratitude and reflection in our community.

Thank you for your time and consideration.

Sincerely,

John Muellner

CAUTION: This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

John Muellner

EXPERIENCE

Customer Service Representative/Accounts Payable Clerk | Mohawk Manufacturing

Niles, IL | August 2023 - Current

- Manage and resolve customer complaints, process orders, returns, and exchanges
- Verify accuracy and completeness of invoices and research invoice discrepancies for accounts valuing upwards of \$2,000,000

Political Content Creator | March 2023 - March 2025

- Accumulated over 4,000 YouTube subscribers with a lifetime view count of over 800,000 totalling over 20,000 hours of watch time
- Accumulated over 8,000 TikTok followers with a lifetime view count of over 5,000,000
- Created quality content on politically relevant news and culture

Program Supervisor | Progressive Turnout Project | Downers Grove, IL | March 2021 - November 2021 / May 2022 - November 2022

- Manage staff, volunteers, and daily operations within the office and warehouse
- Recruit, train, supervise, and retain volunteers to pack and ship 20+ million postcards
- Ensure quality communication with a diverse group of volunteers in-person and via telecommunications
- Engage and activate volunteers across the United States

Assistant Director for Young Wonders | YWCA

Bloomington, IL | January 2022 - May 2022

- Direct program operations for offsite school-age programs
- Interview, supervise, evaluate, and provide leadership to school-age staff
- Assist in budget preparation and monitor revenues and expenditures
- Manage a staff of 20+ employees

Teacher | Children's Learning Center

DeKalb, IL | May 2019 - July 2020

- Curriculum development, classroom management, and daily instruction
- Establish and maintain meaningful rapports with students, parents, and members of the community

ACCOMPLISHMENTS & COMMUNITY INVOLVEMENT

- Member of the Lake Villa Township Lions Club (current)
- Chairman & President of the Lake Villa Township Republican Club (current)
- Member of the Lake County Republican Central Committee (current)
- Executive Board Member for Sigma Alpha Mu Fraternity (Northern Illinois University)
- Developed a Winter Drive fundraiser to support the families at the Children's Learning Center of DeKalb
- Awarded Milken Family Scholarship on the basis of distinguished academic performance, school and community service, leadership, and evidence of having overcome personal and social obstacles

EDUCATION

Northern Illinois University | DeKalb, IL

Bachelors of Science in Marketing Research, Analysis, and Educational Resource Development for a Diverse Society — 2016-2020

- Graduated Cum Laude

National Louis University | Chicago, IL

Masters of Public Administration — 2023-2025

- Graduated Summa Cum Laude (4.0 GPA on a 4.0 GPA scale)

SKILLS

- Communication
- Creativity
- Leadership
- Innovation
- MS Office
- Google Tools



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: B. Ordinance 25-6-2319: Authorizing the disposal of surplus property.

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

N/A

Suggested Motion: Adopt Ordinance 25-6-2319 authorizing the disposal of items as listed on Exhibit A.

Voting Record:

Trustee Chybowski
 Trustee Dickson
 Trustee Dunham
 Trustee Grace

Trustee Rosten
 Trustee Suchy
 Mayor Marturano

ORDINANCE NO. 25-6-2319

**VILLAGE OF LINDENHURST
LAKE COUNTY, ILLINOIS**

**Published in Pamphlet Form by Authority of the
President and Board of Trustees
of the
Village of Lindenhurst, Lake County, Illinois**

Date of Publication: June 23, 2025

ORDINANCE NO. 25-6-2319

**AN ORDINANCE AUTHORIZING THE
DISPOSAL OF SURPLUS PROPERTY OWNED BY
THE VILLAGE OF LINDENHURST**

WHEREAS, the Village is the sole owner of certain surplus property, which property is identified in Exhibit A, attached to and made a part of this Ordinance (the "Property"); and

WHEREAS, in the opinion of a simple majority of the corporate authorities of the Village of Lindenhurst, the Village's continued ownership of the Property is no longer necessary, useful, or in the best interest of the Village; and

WHEREAS, the President and the Board of Trustees of the Village have determined that it is in the best interests of the Village to dispose of the Property in any manner authorized by this Ordinance, unless a specific method of disposition is set forth on Exhibit A for any particular item of surplus property;

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

Section 1. Recitals. The foregoing recitals, including Exhibit A, are hereby incorporated as substantive provisions of this Ordinance and as findings of the President and Board of Trustees.

Section 2. Sale of Surplus Property. Pursuant to Section 11-76-4 of the Illinois Municipal Code, 65 ILCS 5/11-76-4, the Property is no longer necessary or useful to the Village, and the Village would be best served by the sale, trade, conversion, conveyance, or other disposition of the Property in any manner authorized by this Ordinance that the Village Administrator determines to be in the best interest of the Village; provided, however, that to the extent the manner of

disposing of any item Property is prescribed of limited on Exhibit A, then the Village Administrator shall dispose of such item of Property in accordance with Exhibit A.

Section 3. Authorized Methods of Disposing of Surplus Property. The Village Administrator is hereby authorized to sell, trade, convert, convey, or dispose of Property in any one or more of the following manners:

- a. By direct sale through advertising the sale;
- b. At public auction to the highest bidder; provided that the Village Administrator shall set a minimum value of each item of Property to be so auctioned, and the auctioneer shall not sell the Property for less than such minimum value unless approved by the Village Administrator or the Administrator's designee at the auction.
- c. By sale through a broker, dealer, or consignee, provided that the Villager shall set a minimum value of each item of Property to be sold through a broker, dealer or consignee, and provided further that the broker or dealer shall not sell the Property for less than such minimum value unless approved by the Village Administrator or Administrator's designee;
- d. By converting the Property into some other form that is useful to the Village;
- e. By trade or conveyance in connection with the purchase of similar property or portions thereof; provided that no such trade-in shall be permitted except upon receipt of competitive bids after notice to all bidders that the Property will be turned over as part of the purchase price;
- f. By trade or barter in exchange for some other property or service of value to the Village, provided that the Village Administrator or the Administrator's designee determined that there is a rough equivalency between the value of the Property and the property or service received in exchange;
- g. By disposal; or
- h. By any other means that will benefit the Village and is not prohibited by law.

Section 4. Effective Date. This ordinance shall be in full force and effect form and after its passage, approval, and publication in pamphlet form in the manner provided by law.

Passed and Approved by the President and Board of Trustees of the Village of Lindenhurst, Illinois, this 23rd day of June, 2025.

VILLAGE PRESIDENT

ATTEST:

Village Clerk

TRUSTEES

AYE

NAY

Patty Chybowski

—

—

Patrick Dickson

—

—

Patrick Dunham

—

—

Ronald Grace

—

—

Heath Rosten

—

—

Dawn Suchy

—

—

Exhibit A

2025 Auction/Destruction Items

Item Description	Serial #	Notes	Destruction or Auction
2020 Ford Explorer	VIN: 1FM5K8ABXL GA18415		Auction
2015 Chevy Tahoe	VIN: 1GNSK3EC9F R672514		Auction
2020 Ford Explorer	VIN: 1FM5K8AB8L GA18414		Auction
Truck #52 2003 International	1HTWDAAR0 3J061738		Auction
Misc. Pallet of Dump Truck Spare Parts			Auction
Aladin Hot Pressure Washer	102310		Auction
MOHAWK 20,000 Pound Truck Lift	A4D205		Auction
All Tool 747 Rotor Cutting Machine	393103296		Auction
Old Neptune Drive By Unit	12505-100		Auction
Snow Ex Pick up De-Icer	Pump D5205		Auction
2 - 5 Ton Salt Spreaders	NA		Auction
3 - 3 Draw File Cabinets	NA		Auction
Revco Laboratory Refrigerator	S23F- 302303 TF		Auction
Canon - MP25DV	3044043		Disposal
Sharp - Compet - QS-2770H	3D00317Y		Disposal
Polycom VVX311	04161-16- 08999		Auction



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: C. Ordinance 25-6-2320: Dissolving Special Service Area #4

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
N/A

Suggested Motion: Adopt Ordinance 25-6-2320 dissolving Special Service Area #4 and closing the related fund within the Village's chart of accounts.

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 | | |

ORDINANCE NO. 2025-6-2320

AN ORDINANCE TERMINATING SPECIAL SERVICE AREA NUMBER FOUR

**VILLAGE OF LINDENHURST
LAKE COUNTY, ILLINOIS**

**Published in Pamphlet Form by Authority of the
President and Board of Trustees
of the
Village of Lindenhurst, Lake County, Illinois
Date of Publication: June 23, 2025**

VILLAGE OF LINDENHURST

ORDINANCE NO. 2025-6-2320

AN ORDINANCE TERMINATING SPECIAL SERVICE AREA NUMBER FOUR

WHEREAS, the Village of Lindenhurst (“*Village*”) is an Illinois Municipality in Lake County, Illinois ; and

WHEREAS, on July 14, 1997, the Corporate Authorities of the Village established a special service area known as Special Service Area Number Four (“**SSA 4**”) pursuant to Ordinance No. 97-7-1036, for the purposes of the acquisition of and construction of roads, curbs, gutters, street lights, storm sewers, sanitary sewers, water mains, grading, retention areas, and other miscellaneous improvements within the SSA 4 territory, which is legally described on Exhibit A; and

WHEREAS, pursuant to Ordinance No.97-7-1036, a tax was to be levied on all properties within SSA 4 to pay for the special services, including the issuance of bonds to pay for such special services that would mature within twenty (20) years; and

WHEREAS, there are no remaining unpaid SSA 4 property taxes, all debt service payments for bonds issued under SSA 4 have been completed, there are no remaining SSA 4 expenses, and there are no remaining amounts in the SSA 4 Fund; and

WHEREAS, the Corporate Authorities of the Village desire to terminate SSA 4, as more fully set forth in this Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Lindenhurst, Lake County, Illinois, as follows:

SECTION ONE: **Recitals.** The foregoing recitals are hereby adopted by this reference as findings of the Corporate Authorities of the Village and are hereby incorporated into this Section as if fully set forth.

SECTION TWO: **Termination of SSA 4.** SSA 4 is hereby terminated as of the effective date of this Ordinance. The County Clerk will terminate SSA 4 and no longer extend any taxes therefor.

SECTION THREE. **Closing of Fund 46 for SSA 4.** In conjunction with the termination of SSA 4, the special revenue fund collecting any monies generated by the SSA is hereby closed and deleted from the Village's chart of accounts.

SECTION FOUR. **Conflict.** All Ordinances and parts of Ordinances in conflict with this Ordinance are hereby repealed.

SECTION FIVE. **Recording.** The Village Clerk is hereby authorized and directed to record a certified copy of this Ordinance with the Lake County Recorder of Deeds.

SECTION SIX. **Effective Date.** This Ordinance shall be in full force and effect following its passage and approval as required by law.

PASSED AND APPROVED by the President and Board of Trustees of the Village of Lindenhurst, Illinois, this 23rd day of June, 2025.

DOMINIC MARTURANO, VILLAGE PRESIDENT

ATTEST:

Melissa Forsberg, Village Clerk

TRUSTEES

AYE

NAY

Patty Chybowski
Patrick Dickson
Patrick Dunham
Ronald Grace
Heath Rosten
Dawn Suchy

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

EXHIBIT A

Legal Description of SSA #4

THAT PART OF THE SOUTHEAST QUARTER OF SECTION 1, TOWNSHIP 45 NORTH, RANGE 10, EAST OF THE THIRD PRINCIPAL MERIDIAN, DESCRIBED AS FOLLOWS, TO-WIT: BEGINNING AT THE SOUTHEAST CORNER OF THE SOUTHEAST QUARTER OF SECTION 1; THENCE NORTH ALONG THE EAST LINE OF THE SOUTHEAST QUARTER OF SAID SECTION 1, TO A POINT WHICH IS 880.44 FEET SOUTH OF THE NORTHEAST CORNER OF THE SOUTHEAST QUARTER OF SAID SECTION 1; THENCE WEST ALONG A LINE WHICH IS PARALLEL TO AND 880.44 FEET SOUTH OF THE NORTH LINE OF THE SOUTHEAST QUARTER OF SAID SECTION 1, TO A POINT ON THE WEST LINE OF THE EAST QUARTER OF THE WEST HALF OF THE WEST HALF OF THE SOUTHEAST QUARTER OF SAID SECTION 1; THENCE SOUTH ALONG THE WEST LINE OF THE EAST QUARTER OF THE WEST HALF OF THE WEST HALF OF THE SOUTHEAST QUARTER OF SAID SECTION 1, TO A POINT ON THE SOUTH LINE OF THE SOUTHEAST QUARTER OF SAID SECTION 1, TO A POINT ON THE SOUTH LINE OF THE SOUTHEAST QUARTER OF SAID SECTION 1; THENCE EAST ALONG THE SOUTH LINE OF THE SOUTHEAST QUARTER OF SAID SECTION 1, TO THE SOUTHEAST CORNER OF THE SOUTHEAST QUARTER OF SAID SECTION 1, AND THE POINT OF BEGINNING OF THIS DESCRIPTION, IN LAKE COUNTY, ILLINOIS. (CONTAINING 87.91 ACRES(GROSS)).



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: D. Resolution 25-6-2322R: Authorizing the Transfer of Funds

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

N/A

Suggested Motion: Adopt Resolution 25-6-2322R authorizing the transfer of certain fund balances in accordance with fiscal policy.

Voting Record:

Trustee Chybowski
 Trustee Dickson
 Trustee Dunham
 Trustee Grace

Trustee Rosten
 Trustee Suchy
 Mayor Marturano

**VILLAGE OF LINDENHURST
RESOLUTION NO. 25-6-2322R
AUTHORIZATION TO TRANSFER FUNDS**

BE IT RESOLVED, by the President and Board of Trustees of the Village of Lindenhurst, Lake County, Illinois, that Village Treasurer is authorized to transfer funds between the following accounts on or around June 30, 2025:

From the General Fund in the stipulated amount to:

Community Capital Fund:	\$1,351,218.00
Economic Development Fund:	\$150,000.00
Liability Fund:	\$15,000.00
Vehicle Replacement Fund:	\$157,000.00

From the Water/Sewer Fund in the stipulated amount to:

Water/Sewer Capital Fund:	\$93,343.00
Vehicle Replacement Fund:	\$78,500.00

The foregoing Resolution was passed this 23rd day of June, 2025, by a vote as follows:

Ayes: _____

Nays: _____

Absent and Not Voting: _____

Approved:

Dominic Marturano, Village President

Attest:

Melissa Forsberg, Village Clerk



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: E. Grand Avenue Landscaping and Signage Design Proposal

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: \$35,760 from Grand Avenue TIF Fund

Within Budget: Yes No
N/A

Suggested Motion: Authorize the Village Administrator to execute a proposal from Teska Associates for the design of landscaping and signage along Grand Avenue at a cost not to exceed \$35,760.

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 | | |



27 May 2025

To: Clay Johnson, Village Administrator, cjohnson@lindenhurstil.org

From: Jodi Mariano, VP of Design, Teska, jmariano@teskaassociates.com

Re: Village of Lindenhurst

Proposal for Landscape Architectural Design Services – Corridor Signage and Median Landscape Design

Dear Clay,

We are so glad to hear that the Grand Avenue Corridor Streetscape and Design Guidelines plan was adopted at the May 12 Village Board meeting.

As requested, Teska is pleased to present the enclosed proposal to advance the design work towards development of the corridor signage and median landscape design plans.

I will serve as project manager. If there are any questions regarding this proposal, I can be reached at the contact information below.

Thank you,

A handwritten signature in blue ink that reads "Jodi Mariano" with a long horizontal flourish extending to the right.

Jodi Mariano, PLA, ASLA, Principal, Teska Associates | (direct) 847 563 9734, (mobile) 847 275 4106,
JMariano@TeskaAssociates.com

Teska Associates | 627 Grove Street | Evanston, IL | 60201 | www.TeskaAssociates.com

Project Scope: Corridor Signage and Median Landscape Design

The purpose of this assignment is to advance the work of the adopted Grand Avenue Corridor Streetscape and Design Guidelines plan adopted by Village Board on May 12, 2025. The scope of work includes the following two focus areas:

1. **Gateway and wayfinding signage plan.** Develop design plans for the selected sign features, including plan refinements, IDOT permit review and assistance with bidding and construction phase design.
2. **Median landscape planting plan.** Develop design plans to replace existing lawn landscaped medians with native plantings, IDOT permit review and assistance with bidding and construction phase design.

All design plans will be developed for the public rights-of-way areas and/or Village controlled properties located along Grand Avenue within Lindenhurst's municipal boundary. The planning process includes (3) meetings with staff to review design progress. The final design deliverables include final signage plans and median landscape planting plans, supported by details and construction cost estimates. Final plans will be developed to a level of detail that is appropriate for permitting with IDOT and to guide bidding by sign and landscape contractors.

PHASE 1: DESIGN DOCUMENTATION

1. **Prepare base map.** Based on existing mapping data currently on file, including aerial photography and GIS data, prepare a base map upon which all signage and landscape plans will be developed.
2. **Staff kickoff meeting.** Meet with staff and invited guests to review project scope, schedule and concepts set forth in the adopted Grand Avenue Corridor Streetscape and Design Guidelines Plan.
3. **Preliminary and final design plans.** Based on input gathered above, prepare refined signage and median landscape design plans. Design plans will be prepared at the preliminary and final design plan levels in AutoCAD format and enhanced with color renderings as appropriate to convey design intent. Revisions will be made as required.
 - a. The sign design package will include a signage location map, sign copy proposals for all sign features, enlargement plans depicting proposed signage locations and sign details. Signage will be developed to meet MUTCD standards and applicable IDOT requirements. The sign types to be addressed include: *Gateway signs; Identity signs; Wayfinding signs; Interpretive signs (Note internal interpretive sign text copy shall be provided by staff).*
 - b. The median landscape design package will include plan view drawings and enlargement landscape design plans, supported by plant lists, details, general notes and specifications.
4. **Staff review meetings (2)** Present signage and median landscape design plans to staff and invited guests for review and comment. Revisions will be made as required. Two review meetings are anticipated.
5. **Final Design Package.** Address minor revisions to the signage and median landscape design plans as required. The final package shall include plans, details, plant lists, specifications and general notes as required. All specifications shall be included on the drawings. Design plans will be supported by construction cost estimates.

PHASE 2: PERMITTING AND BIDDING

1. **Permit plans.** Based on approval of the design plans, Teska will issue permit plans to the Village for their use in submitting to IDOT. Address questions and clarifications as required. Make revisions and resubmit plans as required to achieve IDOT approval.
2. **Bid plans.** Based on IDOT review, Teska will issue bid plans to the Village for their use in soliciting bids from signage and landscape contractors. Address questions and clarifications as required. Issue addenda as required. Review bids and assist the Village with bid review.

PHASE 3: CONSTRUCTION PHASE DESIGN

The scope below anticipates that the signage and landscape installations will be completed simultaneously under one contract period.

1. **Attend preconstruction meeting.**
2. **Review submittals and shop drawings.**
3. **Address contractor questions and provide clarifications as required.**
4. **Conduct site visits and assist with layout of signage and landscape plantings.** (4) site visits are anticipated.
5. **Conduct a punch list visit and prepare a punch list report.** (2) site visits and reports are anticipated.

END OF SCOPE

PROFESSIONAL FEES. Teska proposes to provide the above tasks for a fee not to exceed: \$35,760.

PROJECT TASKS	TESKA FEE
Phase 1: Design Documentation	\$16,540
Phase 2: Permitting and Bidding	\$ 5,720
Phase 3: Construction Phase Design	\$12,900
TOTAL FEES	\$35,160
REIMBURSABLES (TRAVEL)	\$ 600
TOTAL FEES + REIMBURSABLES	\$35,760

HOURLY RATES. Teska’s 2025 hourly rates follow:

- Principal Landscape Architect: \$180/ hr
- Senior Associate Landscape Architect: \$145/ hr
- Associate Landscape Architect: \$125/ hr



June 23, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: F. Non-Bargaining Personnel Compensation Study – MGT, Inc.

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: \$16,575 from the General Fund

Within Budget: Yes No
N/A

Suggested Motion: Authorize the Village Administrator to execute a proposal from MGT, Inc for a compensation study for non-bargaining personnel in an amount not to exceed \$16,575.

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 | | |



**EXHIBIT A
STATEMENT OF WORK**

As of June 11, 2025 (“Effective Date”), **MGT Impact Solutions, LLC (“MGT”)** and **Village of Lindenhurst (“Client”)** execute this Statement of Work (“SOW”) pursuant to the Master Services Agreement between the Parties dated November 6, 2024 (“Agreement”).

1. SCOPE

MGT will provide services in accordance with MGT’s attached Proposal dated May 30, 2025.

3. PERIOD OF PERFORMANCE/PROJECT TIMELINE

The term of this Statement of Work begins on the Effective Date and terminates upon project completion.

4. COMPENSATION AND REIMBURSABLE EXPENSES

A. Fee. The total fixed fee for the Services described above is \$16,575 in accordance with Section 6 “Total Project Price” of the attached Proposal.

B. Expenses. If MGT is required to travel for provision of Services, MGT must obtain prior written authorization from Client for reimbursement of actual expenses.

5. INVOICING AND PAYMENT

MGT will submit invoices to the Client as follows: 50% of the fee will be invoiced after the initial project meeting, and the balance will be invoiced after the project is completed.

Payments are due within thirty (30) days of receipt of invoice.

MGT IMPACT SOLUTIONS, LLC

VILLAGE OF LINDENHURST

Name:
Title:
Date:

Name:
Title:
Date:



Proposal

MAY 30, 2025

RFP

Classification and Compensation Study

Village of Lindenhurst, Illinois

Submitted by:

RACHEL SKAGGS
DIRECTOR

790 FRONTAGE ROAD
SUITE 213
NORTHFIELD, IL 60093

815.303.2187
RSKAGGS@MGT.US

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1. Introductory Letter of Interest

May 30, 2025

Clay T. Johnson, Village Administrator
Village of Lindenhurst
Village Hall
2301 E. Sand Lake Road
Lindenhurst, IL 60046



RE: RESPONSE TO RFP CLASSIFICATION AND COMPENSATION STUDY

Dear Mr. Johnson:

MGT Impact Solutions, LLC (MGT) is pleased to present this response to your recent Request for Proposal (RFP) for a Classification and Compensation Study for the Village of Lindenhurst (Village). We understand that the Village is seeking a comprehensive analysis of approximately 28 unique non-union positions to develop a compensation structure that ensures internal equity, external competitiveness, and long-term sustainability.

MGT brings unmatched expertise in the public sector human resources consulting, with a proven track record of delivering classification and compensation studies that are data-driven, actionable, and tailored to the unique needs of each client. Our response provides the Village with related firm qualifications, key experience, a detailed work plan with timeline, and associated fees to provide services that exceed expectations.

We recognize that effective human resources management is critical to delivering high-quality municipal services, especially in an environment where costs are rising and resources are constrained. A well-designed and well-maintained compensation system is essential to attracting and retaining top talent, and to ensuring that employees are recognized and rewarded fairly for their contributions. We understand the Village’s commitment to cultivating a high-performing workforce and will reflect that commitment in every aspect of our study.

MGT’s approach is collaborative, transparent, and grounded in best practices. We will work closely with Village leadership and staff to ensure that the study is inclusive, accurate, and aligned with the Village’s strategic goals. Our methodology includes a thorough review of current classifications, a market-based compensation analysis, and recommendations that address pay compression, merit-based adjustments, and cost-of-living considerations.

MGT is proud to support local governments, school districts, and nonprofit organizations through a broad suite of services—including executive recruitment, interim staffing, human resources (HR) consulting, and organizational analysis. MGT consultants have worked in all areas of local government leadership including city/county management, human resources, public safety, finance, public works, parks and recreation, and utilities. This combined hands-on knowledge, and experience has made MGT a proven leader in public sector consulting.

1. INTRODUCTORY LETTER OF INTEREST

MGT CONTACT INFORMATION

MGT HEADQUARTERS	MGT Impact Solutions, LLC 4320 West Kennedy Boulevard Tampa, Florida 33609 P: 813.327.4717 www.mgt.us FEIN: 81-0890071
PROPOSAL CONTACT	Rachel Skaggs, Director – Human Capital Solutions 790 Frontage Road, Suite 213 Northfield, IL 60093 P: 815.303.2187 E: rskaggs@mgt.us

Thank you for the opportunity to submit a proposal to the Village of Lindenhurst. Should you have questions on any aspect of this proposal, please contact **Rachel Skaggs** at **815.303.2187** or **rskaggs@mgt.us**.

Regards,



Patrick J. Dyer, Vice President
Authorized to bind the firm



2. General Firm Qualifications

Impacting communities for good.

MGT brings **50 years** of experience driving positive social change and performance in education, government, nonprofits, and critical infrastructure/private industries through **assisting clients to strengthen their foundation, change systematically, and enable resiliencies for long-lasting change**. Since inception, MGT has significantly grown in size and capacity – working with state and local governments and education partners. Today, we bring a team of over **900 professionals** who offer in-depth market knowledge and understanding so we can hit the ground running.

MGT is a privately held, employee-owned and financially stable limited liability company with a deep roster of staff and a commitment to serving the public. We understand the importance of attracting and retaining high-performing employees by designing classification and compensation systems that are equitable, competitive, and sustainable. Our clients care about addressing the world’s most-pressing problems, and so do we. Their “why” is our why.

What sets us apart is our ability to customize and offer individualized support but also the resources of a larger infrastructure to enable flexibility in impacting to-scale. Throughout our history, MGT has successfully delivered more than **30,000 projects** through a thoughtful balance of balancing the “immediate” needs while changing systems to plan for future resilience and success.

Our Commitment

MGT embraces the most complex challenges on the leadership agenda, with deep commitment, agility, and local expertise to make a measurable and profound impact. Simply stated, **We are impacting communities for good.**

MGT | FIRST LOOK

Name: MGT Impact Solutions, LLC (MGT)

Locations: Headquarters in Tampa, FL; branch offices nationwide.

Cooperative Contracts:

ASC 20-7359, 24-7484

OMNIA LS4612

TIPS 220601, 220802, 230105

TXShare 2024-019

Structure: Privately held, employee-owned, client-driven Limited Liability Company.

Lines of Business: Strategy and Implementation, Performance and Operations, IT Infrastructure, and Cyber Security and Resilience for public sector and commercial companies.

2. GENERAL FIRM QUALIFICATIONS



- 50 years
- 900 consultants
- 30,000 projects

A Social Impact Commitment

DEFINED BY **IMPACT**

Making a profound impact on society is at the heart of who we are and what we do. The Village of Lindenhurst should be proud to make a difference in your community, and we're proud to work with you toward this goal.

Our team empowers organizations through innovations in people, processes, and technology. For the Village, this means a fair, transparent, and sustainable compensation structure that will attract and retain dedicated professionals. We understand that investing in your employees is an investment in the well-being and long-term success of the entire community.

Our study will ensure internal equity and external competitiveness, directly supporting your commitment to hiring, cultivating, and maintaining employees who provide exceptional service and value to all of the City's stakeholders.

MGT's Expertise

Our firm includes more than **900 professionals**, structured into the following primary groups, along with various internal infrastructure groups to support our operations and growth.



2. GENERAL FIRM QUALIFICATIONS



Strategy & Implementation

Working alongside an organization's C-suite, we help leaders co-create strategy through organizational reviews and data analytics to create actionable roadmaps for success.



IT Infrastructure & Digital

We provide engineering expertise to modernize IT infrastructure and ensure your technology implementation is properly designed, integrated, modernized, and maintained.



Cyber Security & Resilience

From real-time, 24/7 monitoring to proactive threat detection and rapid incident response, we can give you the tools to heighten your network's security posture and keep it there.



Performance & Operations

Bridging the gap between strategy and enduring change, we support efficient revenue allocation, promote economic development, and create fairness in hiring and contracting systems.

2. GENERAL FIRM QUALIFICATIONS






Our MGT Vision

To achieve our mission of being the social impact and performance leader in our industry, we are continuously improving to earn the privilege of being selected as our clients' partner of choice in the mission-critical domains we impact. By elevating education systems, managing and securing critical networks, solving complex human capital and fiscal problems, and advancing equity as a performance imperative, we can impact communities, for good through client partnership.

We deliver these solutions through our "three-point stance" of technology, education, and performance offerings. With our long-term vision of creating profound social impact through client performance, we seek out the "best of the best" to join us in our work supporting clients' top priorities.

Markets we serve:

- Higher Education
- Prek-12
- Government
- Nonprofits
- Commercial Industries

PEOPLE	PURPOSE	PERFORMANCE
 <p>We believe in the power of connecting people and ideas which solve mission-critical, complex challenges to foster a trusted connection with our clients...for life.</p>	 <p>We are led by a transformative movement, fueled by people, innovation, and solutions designed to provide enduring opportunities for prosperity and well-being.</p>	 <p>We partner with clients to advance learning outcomes, reduce operational costs, recover revenue, improve workflows, and provide resilient and hardened technology networks and infrastructure.</p>

MGT's Differentiator: Full Suite of Services

<h3>Cyber & Network Solutions</h3> <p>Our Cyber Security and Network Security Solutions team offers a deep technical engineering bench of seasoned, certified experts, working in the “security trenches” in complex IT environments. For the Managed Detection and Response (MDR) solution, our Security Operations Center (SOC) doesn’t sleep so our clients can. Our flagship, best-in-class managed firewall services are unparalleled. We detect, respond, and recover from cyber incidents proactively and harden our clients’ security posture.</p> <ul style="list-style-type: none"> 100 in-house certified engineers 24x7 NOC and SOC 	<h3>Human Capital Solutions</h3> <p>Our experts are former local government and school leaders who understand the challenges facing today’s public sector organizations. We offer consulting, recruiting, and staffing solutions that include a full suite of human resources and management studies; executive recruitment services; and interim, managed, and outsourced staffing options. Our experts can assess your organizational culture, permanent and temporary staffing needs, and evaluate your systems and structures, all to maximize efficiency and effectiveness.</p> <ul style="list-style-type: none"> 1,725+ interim employees placed 1,500+ executive recruitments 500+ consulting studies In 48 states!
<h3>Education Solutions</h3> <p>We create recommendations for our educational clients that are reliable, actionable, and based on proven research and a thorough understanding of each district or system’s program needs and long-term goals. Our team is led by former state education commissioners, district superintendents, school board members, principals, and teachers. Our partnerships have allowed clients to reinvest hundreds of millions of dollars back into the classroom.</p> <ul style="list-style-type: none"> 50 million students served 38 state DOEs as clients 	<h3>Financial Solutions</h3> <p>Public agencies face increasing pressure to improve effectiveness and efficiency, while operating in a transparent and sustainable manner. We partner with government organizations, school districts, higher education institutions, and not-for-profits to help them achieve long-term success.</p> <ul style="list-style-type: none"> 50+ years of trusted relationships Proprietary software
<h3>Diversity, Equity, & Inclusion (DEI) Solutions</h3> <p>We help public sector clients address issues and challenges related to policies and practices which adversely impact DEI. We are one of the largest providers of disparity studies and other DEI solutions designed to increase equitable and inclusive organizational outcomes.</p> <ul style="list-style-type: none"> 225 disparity studies DEI assessments & training Equity Audits 	<h3>Public Affairs Solutions</h3> <p>Our team of former nationwide leaders in policy development and education leadership partner with our clients to provide business advisory and public opinion architecture solutions which lift up and evolve education ecosystems and impacts public policy programs.</p> <ul style="list-style-type: none"> Global clientele Staff are former policy makers

Experience & Qualifications

Incomparable Classification and Compensation Consulting Expertise.

We are proud to offer the exceptional expertise of our team members, and our understanding and knowledge of the Village of Lindenhurst’s scope based on years of relevant experience. We bring the breadth and depth of knowledge and expertise vital to identifying real, practical solutions that meet our clients’ needs. Part of our success is based upon our commitment to be flexible and responsive. We are acutely aware of the political, economic, social, and technological environments of today’s public sector environment.



Success Stories

“What I liked most about working with MGT staff is their creative approach in providing solutions to each project. The County has implemented MGT’s recommendations....”

MGT has conducted **more than 270 classification and compensation studies in the past 10 years**. More specifically, MGT’s consultants are adept in HR consulting in the state of Illinois and for similar organizations as illustrated by our list of completed projects below.

Alabama

Huntsville City Schools	University of Montevallo	University of North Alabama
Mobile Public Schools		

Arizona

Maricopa County	Mesa Public Schools	Navajo Tribal Utility Authority
Maricopa County Sheriff’s Office	Navajo Nation	

Alaska

City of Seward

California

Alameda County Office of Education	Chaffey College	Rim of the World Unified School District
Antelope Valley College	Cupertino Union School District	Sacramento City Unified School District
Barstow Unified School District	Fontana Unified School District	Sacramento County Management Association
Bi-Valley Medical Clinic	Grossmont Unified School District	Sacramento County Office of Education
Brawley Elementary School District	Kings Community Action Organization	Solana Beach School District
California Department of Education	Innovative Education Management	San Diego County Public Authority
California Department of General Services	Isana Academies	Stanislaus County Office of Education
California Postsecondary Education Commission	Lake Elsinore Unified School District	Tuolumne County
California Student Aid Commission	Lawndale Elementary Schools	Ukiah Unified School District
Cajon Valley Union School District	Los Angeles Unified School District	University of the Pacific
City of Barstow	Madera Unified School District	Walnut Valley Unified School District
City of Cudahy	Mendocino County Office of Education	Yolo County Office of Education
City of Culver City	Menifee Union School District	
City of Placentia	Mono County Office of Education	
City of Sacramento	Oakland Housing Authority	
City of San Clemente		

2. GENERAL FIRM QUALIFICATIONS

City of San Gabriel

Orange County Dept. of
Education

Colorado

Arapahoe County
Ouray County

Poudre School District R-1

State of Colorado
State of Colorado Department of
Human Services

Connecticut

University of Connecticut
Town of Windsor

Town of Simsbury
Town of Bloomfield

Town of Avon

Delaware

Delaware Solid Waste Authority

Florida

Alachua County Board of
Commissioners
Alachua County Property
Appraiser
Brevard County Sheriff's Office
Brevard Public Schools
Charlotte County Public Schools
Citizen's Property Insurance
Corporation
Citrus County
Citrus County Clerk of the Court
Citrus County Mosquito Control
District
Citrus County Property
Appraiser
Citrus County Tax Collector
City of Apopka
City of Belle Glade
City of Boynton Beach
City of Casselberry
City of Fort Walton Beach
City of Gainesville
City of Gulf Port
City of Key West
City of Lake Mary
City of Lake Worth
City of Lakeland
City of Leesburg
City of Miami
City of North Port
City of St. Cloud
City of Tallahassee
City of Tamarac
City of Tampa
City of Titusville
Columbia County Property
Appraiser County of Glades
Daytona Beach Community
College
Disability Rights Florida
Florida Association of Court
Clerks, Inc
Florida Atlantic University

Florida Bar Association
Florida Chiropractic Association
Florida Department of Children
and Families
Florida Department of Juvenile
Justice
Florida Department of
Management Services
Florida Department of
Transportation
Florida Developmental
Disabilities Council
Florida Education Association-
United
Florida Gulf Coast University
Florida Gulf Health Systems
Agency
Florida House of
Representatives
Florida Job Corps
Florida Keys Community College
Florida League of Cities
Florida Lottery
Florida Office of Program Policy
Analysis and Government
Accountability
Florida Office of the Attorney
General
Florida Ounce of Prevention
Fund
Florida Polytechnic University
Florida School for the Deaf and
Blind
Florida State Board of
Administration
Florida State College at
Jacksonville
Florida State University
Florida Tax Collectors
Association
Florida Transportation
Commission
Florida Virtual School
Glades County

Hillsborough Area Regional
Transit Authority
Hillsborough Community
College
Hillsborough County
Hillsborough County Tax
Collector
Hillsborough Regional Transit
Authority
Jackson County Tax Collector
Joint Underwriting Association
Leon County Property Appraiser
Leon County Tax Collector
Marion County Emergency
Medical Services Alliance
Nassau County Property
Appraiser
New College of Florida
Okaloosa County Schools
Palm Harbor Special Fire Control
and Rescue District
Pensacola Area Housing
Commission
Santa Fe College
School Board of Brevard County
Solid Waste Authority of Palm
Beach County
Southwest Florida Water
Management District
St. Johns County Property
Appraiser
State College of Florida -
Manatee-Sarasota
Sunshine 811
Tampa Bay Water
Tampa Hillsborough
Expressway Authority
Tampa Housing Authority
Tampa Sports Authority
Town of Davie
University of Central Florida
Workforce Plus, Tallahassee

2. GENERAL FIRM QUALIFICATIONS

Gulf Coast State College

Georgia

Board of Regents of the University System of Georgia City of Albany/Dougherty County Board of Commissioners City of Macon City of Richmond Hill City of Stonecrest Dalton State College	Darton College Fayette County Georgia College and State University Georgia Health Sciences University Georgia Southern University Gwinnett County Public School System	Gwinnett County Public Library Henry County School District Kennesaw State University Southern Polytechnic State University United States Treasury Customs Service Valdosta State University
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Hawaii

Hawaii Health Systems Corporation	University of Hawaii System	
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Idaho

Nez Perce Tribe

Illinois

Illinois Board of Higher Education Kankakee County Village of Fox Lake City of St. Charles Village of Plainfield Village of Vernon Hills Village of Montgomery Village of Lisle City of Countryside Village of Deer Park Fox River Water Reclamation District Village of Coal City Village of Elburn Champaign Park District	Lake County Village of Oak Park Village of Norridge City of Geneva Elmhurst Park District Village of Lincolnwood Village of Bensenville Village of Berkeley City of Princeton Village of Round Lake DeKalb County Health Department Village of New Lenox City of Rochelle Maine Township	Rockford Board of Education Sangamon County Village of Gurnee Henry County Park District of Highland Park City of East Moline Urbana Park District Oswegoland Park District City of Clinton Village of Channahon Northern Suburban Special Recreation Association City of Lockport City of Sterling
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Iowa

Iowa Central Community College Iowa Valley Community College District	Kirkwood Community College City of Indianola City of Marshalltown	Northeast Iowa Community College City of Dyersville City of Burlington
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Kansas

Lawrence Douglas Housing Authority

Louisiana

City of Baton Rouge	Parish of East Baton Rouge Recreation and Park Commission	Port of Iberia
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Maine

University of Maine – Orono

Maryland

Baltimore City Community College Baltimore County Public Schools	Community College of Baltimore County Hartford County Public Schools	Maryland Environmental Service Montgomery College
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Massachusetts

Cape Cod Mosquito Control Project Town of Franklin Town of Charlton	Norfolk County Mosquito Control District Town of Milford Town of Norton	Town of Plymouth Town of Falmouth City of Beverly Town of Dartmouth
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2. GENERAL FIRM QUALIFICATIONS

Town of Shrewsbury	Town of Weston	Town of Eastham
Town of Hingham	Town of Amherst	Town of Burlington
Town of Westborough	Town of Southborough	Town of Needham
Town of North Andover	Town of Dedham	Town of Easton
Michigan		
Central Michigan University	Lapeer County	Muskegon County
City of Allegan	Lenawee County	Sault Tribe of Chippewa Indians
City of Coldwater	Livingston County	St. Clair County
City of Grand Rapids	Livingston Community Health Authority	West Shore Community College
City of Muskegon	Menominee County	City of Ferndale
City of Rochester	DeWitt Charter Township	Clinton and Montcalm County Road Commission
Dickinson County	City of Niles	
Gogebic County	Ingham County	
Ingham County		
Kent County		
Minnesota		
Minnesota State University System	City of Woodbury City of Breezy Point	City of Stillwater Northeastern Minnesotans for Wilderness (Save the Boundary Waters)
Missouri		
City of Columbia East Central College	Southeast Missouri State University	St. Louis Community College City of Rock Hill
New Jersey		
The Richard Stockton College of New Jersey		
New York		
Corning Community College	SUNY - Clinton Community College	
Nevada		
Southern Nevada Regional Housing Authority		
North Carolina		
Chapel Hill-Carrboro Schools	Mayland Community College	Pitt Community College
Chatham County	North Carolina Association of County Commissioners	Town of Maiden
City of Canton	North Carolina Community College System	Town of West Jefferson
City of Waynesville	North Carolina Education Lottery	University of North Carolina
Davidson County Personnel Department	Piedmont Community College	Wake County Personnel Department
Haywood County		
Oklahoma		
Cherokee Nation Enterprises	City of Oklahoma City	Oklahoma County
Oregon		
City of Hermiston	Klamath County	Oregon University System
City of Hillsboro	Oregon Institute of Technology	Prosper Portland
Jackson County		
Pennsylvania		
Centre Area Transportation Authority	Community College of Allegheny County	Lancaster County
Township of Doylestown	Upper Gwynedd Township	Pittsburgh Public Schools
		Western PA School for the Deaf
Rhode Island		
Roger Williams University	Rhode Island Housing Authority	Rhode Island Student Loan Authority
South Carolina		
Anderson County School District 5	City of Newberry City of Simpsonville County of Lancaster	Oconee County Oconee County Public Schools Pickens County

2. GENERAL FIRM QUALIFICATIONS

Anderson Regional Joint Water System	Dillon County	Richland County
Beaufort County School District	Dorchester County	River Banks Zoo
Bonita Springs Fire Control and Rescue District	Dorchester County Library	South Carolina Department of Public Safety
Chester Metropolitan District	Greenville County Recreation District	South Carolina Education Lottery
City of Anderson	Greenwood Metropolitan Sewer	Town of Hampton
City of Bluffton	Hampton County	Western Carolina Regional Sewer Authority
City of Cayce	Jasper County	York County
City of Easley	Lancaster County	York County Library
City of Florence	Midlands Technical College	York Electric Cooperative, Inc.
City of Gaffney	Municipal Association of South Carolina	
City of Georgetown		
City of Lancaster		

Tennessee

Bristol Tennessee City Schools	City of Kingsport	Memphis City Schools
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Texas

Austin Independent School District	City of Longview	Texas A&M University – Texarkana
Bastrop County	City of San Antonio	Texas A&M University System
Burnet County	Dallas Area Rapid Transit	Texas Southmost College
City of Brownsville	Dallas Independent School District	Texas State Technical College
City of Corpus Christi	Galveston County	Travis County
City of La Porte	Kerr County	University of North Texas System
	Texas A&M University – Kingsville	

Vermont

Southwest Vermont Supervisory Union	City of Essex Junction	Town of Richmond
	Town of Hartford	

Virginia

Albemarle County	City of Portsmouth	Tidewater Community College
City of Chesapeake	City of Richmond	Virginia Commonwealth University
City of Newport News	Fairfax County Public Schools K12 Inc. (Stride)	Virginia State University

Washington

City of Woodinville	Green River College	Washington State Board for Community and Technical Colleges
Clark College		

Wisconsin

Village of McFarland	Sun Prairie	City of Monona
Village of Windsor	Port Washington	Village of Lisbon
City of Beaver Dam	Dane County Cities and Villages Association	

Success Stories

“We were very impressed by how efficient they worked, their methodology, their insight, and their professionalism.

I would highly recommend MGT and hope to do business with them again for our next study.”



Why is MGT the Most Qualified to Conduct the Village's Study?

- ✓ **Experience.** MGT has the experience and certifications that HR departments need. MGT staff are certified as Senior Human Resources Management Certified Professionals (SHRM-CP), Project Management Professionals (PMP), and Change Management Professionals (CCMP). Additionally, MGT has conducted numerous human capital studies nationwide, such as HR audits, compensation and classification studies, staffing reviews, performance system updates, and organizational reviews. Furthermore, many of our clients are repeat clients, attesting to our acumen for local government human resources consulting services and our desire to work with each public sector client to create a lasting bond that ensures their success over time.
- ✓ **Best Practices Comparisons.** MGT offers the Village our extensive experience to identify exemplary management practices – reflective of the Village's input and that of comparable localities. This experience gives us not only a ready reference point for reviewing the Village's compensation system, but also provides us with practices that have been proven successful in other similar organizations. This knowledge is of significant value when we design recommendations for improvements.
- ✓ **Sound Findings and Data-Driven Recommendations.** In our experience, most major improvements in local government operations require bold thinking. In helping the Village reconcile its pay system with its evolution and workforce changes, our team members will not hesitate to question existing organizational structures, programs, policies, rules, statutes, operations, work processes, and staffing patterns. We will make sound recommendations for improvements that produce real – *not just on paper* – savings and ease of future pay administration for the Village.
- ✓ **Assistance in the Implementation of Recommendations.** We will not simply leave the Village with a report and a plethora of recommendations. We will create detailed implementation strategies to support the Village with initial implementation and best practice guidance for maintaining and sustaining an equitable compensation study and classification system over the long-term.
- ✓ **Objectivity and Flexibility.** As an independent entity, our only vested interest is that of the client. Therefore, we will apply our extensive experience to generating objective independent solutions to assist the Village to achieve the best outcomes. In addition, we will be receptive to your insights and concerns and will accommodate any changes necessary to ensure the successful completion of project deliverables, a valid and responsive final report and, more importantly, an implementable and flexible compensation system relevant to the Village's current realities and beyond.



3. Key Qualifications

The success of a consulting engagement is founded on the qualifications of the project team and the way in which it is structured and managed.

Our work with clients is characterized by the belief that we can only be successful if our clients develop the knowledge, capacity, and mechanisms to help themselves. To that end, all our services:

- Build on our clients’ existing strengths and resources while empowering them to address present challenges.
- Assist our clients to learn about widely recognized best practices and emerging research.
- Encourage our clients to develop the habit of identifying, collecting, and acting on essential, current, and relevant data.
- Help our clients maximize the efficiency and effectiveness of their human and fiscal resources.
- Provide pragmatic and affordable solutions that will be deliverable and sustainable over the long term.

The proposed management structure for this project has been designed to define the roles and responsibilities of each team member assigned to this project and to facilitate project management. The strength and experience of our team will allow for efficient and effective project management and results. Each team member has a wide range of project experience working with clients similar to the Village of Lindenhurst. The team we have designated is highly experienced with this type of engagement, and therefore requires little orientation time. Biographies of each team member listed below are provided in **Appendix A**.

Project Staff Roles and Responsibilities

ROLE ASSIGNED	RESPONSIBILITIES
VILLAGE OF LINDENHURST'S REPRESENTATIVE	We look forward to working with the Village’s Representative to build a long-lasting and trustworthy partnership that produces innovative solutions.
PROJECT MANAGER* <i>Rachel Skaggs</i> <i>Katy Yee</i> <i>Rachel King</i>	The Project Manager holds the following responsibilities: <ul style="list-style-type: none"> ▪ Main point of contact for the Village. ▪ Day-to-day management of the project, tasks, and deliverables. ▪ Oversight over service and deliverable quality. ▪ Management of all project deadlines. ▪ Maintains frequent contact with the Village’s Representative throughout the lifecycle of the project.

3. KEY QUALIFICATIONS

ROLE ASSIGNED	RESPONSIBILITIES
CONSULTANT TEAM** <i>Alice Bieszczat</i> <i>Julie Hawkins</i>	The Consultant Team holds the following responsibilities: <ul style="list-style-type: none">▪ Work closely with the Village under the direction of the Project Manager to carry out the various tasks and deliverables.▪ Utilize individual subject matter expertise to customize and execute each work task and fulfill the Village's stated expectations.▪ Conduct collection and analysis of relevant data.▪ Review, document, evaluate, and generate recommendations in accordance with each component of the work plan.

*The Project Manager will be assigned at the time of contract commencement and will be determined depending on workload and commitments at that time.

**Additional consultants with subject matter expertise will be used to assist with employee interviews.



*MGT has reviewed the RFP in detail and is **committed and able** to ensure the timely delivery of quality products to meet your schedule.*



4. Project Understanding and Approach

A detailed work plan and schedule designed for conducting a quality compensation study with clear reporting dates for each major activity.

Project Understanding

The Village of Lindenhurst seeks a modern, sustainable classification and compensation structure that ensures internal equity and external competitiveness across its employees in approximately 28 positions in the organization and managerial positions. With no external study conducted since 2009, the Village recognizes the need for a refreshed, data-driven approach to support its long-term workforce strategy.

MGT understands that investing in your employees is an investment in your community. Our proven methodology balances market data, organizational priorities, and industry best practices to deliver a transparent, fair, and fiscally responsible compensation system. We will evaluate approximately 28 unique positions, identify pay compression, and recommend pay structures that are competitive and easy to administer.

Our approach empowers leadership with actionable insights and practical tools—ensuring compensation decisions support recruitment, retention, and employee engagement. The final outcome will be a clear, sustainable framework aligned with the Village’s commitment to service excellence and workforce development.

4. PROJECT UNDERSTANDING AND APPROACH

Project Management

MGT uses proven project management methodologies to ensure we deliver project results that are on time, on budget, and meet or exceed client expectations by identifying long-term, decision-making solutions.

We find that the two most critical keys to project success are **planning** and **communication**.

We take very intentional measures to define milestones, responsibilities, and delivery dates in our **planning** process, and to track work progress against the work plan daily, providing regular project status reports. After the contract is awarded, we enhance the project work plan that was included in our proposal by adding specific milestones, delivery dates, and consultant responsibilities. We refine this plan with input from our project initiation meeting(s) with the client. We employ problem-solving skills, technology, and staff adaptability to react to variances between work plan projections and actuals to meet the Village's deadline.



Throughout this process, we remain in frequent **communication** with the client to avoid surprises or conflict. Our project teams are in regular contact with the Village's Project Manager, providing regular project status updates and calls to provide a summary of progress and to address any risks or variances from the planned schedule.

Our team's approach to compensation studies is based on the methodologies, models, and tools that we have developed for this specific type of work, coupled with **50 years** of service to public sector organizations across the country. To successfully conduct a study, it is important to fully understand the environment in which an organization operates and the objectives of the study to provide a complete, forward-thinking compensation program and final report.

Proposed Work Plan

To accomplish the Village's objectives, MGT will take the following steps listed in the order in which the work will be performed. Please note, we have specified those areas where we will need the Village's input/assistance.

TASK 1.0: MEETINGS, SALARY SURVEY, & JOB ANALYSIS

Activities

1.1 Study Preparation and Project Meeting

Meet with the Village's representatives to discuss study methods, review organization charts, personnel policies/practices, and the current classification and pay plans. MGT will review the timeline, answer questions, and review the scope and schedule of work.

4. PROJECT UNDERSTANDING AND APPROACH

MGT will require the Village to submit a data collection worksheet along with the following information (if available): copies of organizational charts for each department, pay plans, the current personnel manual, and any other relevant information related to salaries.

1.2 Establishing Comparables

Working with the Village's staff and using our broad-based cohort methodology, MGT will determine a logical survey sample of "like" entities that impact the compensation market for the Village. In selecting comparable jurisdictions, we use criteria such as number of employees, population served, Equalized Assessed Value (EAV), budget size, and proximity.

In addition, MGT partners with Salary.com and uses their CompAnalyst tool to collect employer reported market data, updated monthly, which is designed to support unique situations, such as hybrid positions, or for collecting private sector market data. CompAnalyst data can be controlled for geographic area, industry, and/or organizational full-time equivalent (FTE) or budget size. All positions included in the scope of this study can be benchmarked to this data source. This data source is also utilized to address gaps in peer data responses from the Market Survey and to provide additional data verification for gathered market survey data. This tool is the most reliable way to gather private sector data.

1.3 Preparing for and Hosting Employee Kick Off Meeting

Shortly after the initial project meeting with the Village's representatives, MGT will meet virtually with employees to explain the scope of the project and distribute Job Analysis Questionnaire (JAQ) forms. MGT understands many employees have not participated in this type of process before, and we take the time to carefully explain the purpose of the project to the employees and to answer any questions they may have. If any of the employees are not available when these first meetings are held, a recorded presentation of the meeting will be made available to them. Employees will then be allowed two weeks to complete the questionnaire. The questionnaires will also be reviewed by each employee's supervisor and returned to MGT within four weeks of distribution.

1.4 Prepare Market Survey, Survey Distribution, and Follow-Up

MGT will prepare the market surveys to gather data for all classifications in the comparable entities.. In addition to job titles, brief position descriptions are included in the market survey to make sure we are receiving salary data for "like" positions in the comparable entities. MGT will also use the CompAnalyst tool from Salary.com to gather market data for positions in the Study. The criteria will be determined at the time of analysis.

Note: While MGT will prepare all the materials to be sent out for the market surveys, we have found sending out the survey under the client's email generates a better/faster response than when it is sent out under our letterhead/name. In addition, the Village may be asked to make one follow-up contact with those entities that do not initially respond to the survey request.

1.5 Job Evaluation Analysis and Establishment of Job Classification System

Upon return of the JAQs by the Village, MGT will perform the following:

- A. Read each JAQ and corresponding Job Description (up to 28), in their entirety.
- B. Prepare for and conduct a virtual interview with at least one employee from each position to further understand the scope of their job.

4. PROJECT UNDERSTANDING AND APPROACH

- C. Analyzing Data, Assigning Skill Levels, and Establishing a Classification Plan: Apply a measurement system of job evaluation factors, using nine main factors used in our job evaluation instrument to evaluate the internal/comparable worth of each job classification. Upon completion of the job evaluation measurements, a new Classification Plan will be developed. It is important to emphasize the job, not the qualifications or performance of the incumbents, is being evaluated. Part of this process will include the evaluation of current job titles and the recommendation for any changes, assuring the job title and related recommended pay range match the employee's actual tasks.

Note: A formal job evaluation system, such as the one utilized by MGT, is an attempt to objectify the reasons jobs are compensated differently. Most compensation practitioners agree that three basic factors are important in determining compensation. These are: (1) skills required, (2) responsibility, and (3) working conditions. The Equal Employment Opportunity Commission (EEOC) recognizes these three basic factors, along with seniority and performance, as valid determinants of compensation. The nine factors used by MGT are essentially subdivisions of the first three factors mentioned above. In addition, it is MGT's practice that – under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and the Age Discrimination of Employment Act (ADEA) – it is illegal to discriminate in any aspect of employment. MGT will not use discriminatory practices on the basis of race, color, religion, sex, national origin, disability, or age when performing a classification analysis. Decisions and recommendations will not be based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities.

Based on the results of the job evaluation process outlined above, assign all classifications to skill levels. Logical breaks in the continuum of points determine the skill levels used for determining the classification system. For example, skill level 1 might contain jobs that scored between 185 and 200 points, skill level 2 between 205 and 220 points, and so on.

Review the results of the job evaluation exercise with the Village's representatives and revise as necessary.

Deliverables

- Start Up Documents
- JAQ Form

TASK 2.0: DATA ANALYSIS

Activities

2.1 Compiling and Analyzing Market Data and Creating the New Compensation Plan

Tabulate, summarize, and analyze comparative market data. MGT's pay tabulations compare the Village's salaries for the positions, with the minimum and the maximum of the market data for each position, when possible. Data is displayed for each jurisdiction and summarized in an overall table. This data is analyzed to determine the percentage difference between the Village's present pay for each position and the market data.

4. PROJECT UNDERSTANDING AND APPROACH

MGT will incorporate the market data with the Skill Levels described in Task 1.5 to put together the new Compensation Plan. MGT will work with the Village to determine the Village's policy (or MGT will make a recommendation) with respect to compensation (i.e., 50th percentile; 75th percentile, etc.). Once this is determined, MGT will use the market data to develop and recommend new salary schedules for the Village's 28 classifications. This process will include a recommendation regarding how employees are inserted into the new plan and how they move through the proposed pay plan (either via a merit system or defined merit increment plan), with recommendations for a specific performance-oriented program with respect to salary advancement through the new salary ranges. The salary schedules will outline what the specific percentages are between ranges and grades.

2.2 Preliminary Analysis Review and Training

MGT will meet with the Village to review the preliminary analysis. The preliminary analysis is a draft version of the proposed Classification and Compensation Plan. The review can take multiple meetings to ensure that everything is covered, and all questions are answered. MGT will also require feedback from the Village on certain aspects of the proposed Plan.

During these meetings, MGT will train designated staff on the use of the system, maintenance, and upkeep of the Plan. A manual outlining the process will be provided to the Village.

Additionally, MGT will provide **support services at no additional cost** to the Village for one year from the date of an executed contract. This will include any communication regarding questions concerning the report.

Deliverables

- Market Data
- Proposed Pay Plan(s)

TASK 3.0: PROGRESS COMMUNICATION AND UPDATES

Activities

- MGT prides itself on our attention to and communication with our clients as the project proceeds. As such, MGT will strive to maintain regular contact with the Village's representative and to be available to address the Village's questions, concerns, and needs.
- MGT will share updates with the Village as requested, and particularly at critical points in the Study. Additionally, the Project Manager will meet with the Village's representative, and, if requested, other key staff such as department heads, to review the results of the job evaluation exercise and the proposed new salary schedules.

Deliverables

- Ongoing communication with the Village
- Progress Updates

TASK 4.0: DRAFT AND FINAL REPORT PREPARATION

Activities

4.1 A draft report will be prepared by the Consultants and sent electronically to the Village that includes:

- Executive Summary highlighting the overall scope of the Study and the general observations, outcomes, and recommendations contained within the Report.
- Summary of all aspects of the Study, including recommendations, methods, and guidelines for achieving the overall aspects of the Study, as well as recommendations for annual maintenance and review of the new plans.
- Pay ranges that are consistent with the Village’s pay policy, outlining the pros and cons of each option.
- Assignment of each position to an appropriate classification and pay grade based on internal equity and marketplace considerations.
- Maintenance plan with recommendations on keeping the plan equitable and up to date over the next 5-10 years, and recommendations on review of position descriptions as vacancies arise, evaluation of new position requests, etc.
- Implementation plan and cost estimates of implementing the Study’s findings and recommendations.

Note: Overtime costs will not be included, and the analysis will be estimates only, with sufficient detail to allow the Village to compare various options.

4.2 Once the Village’s representatives return review comments, a final report will be prepared and sent to the Village.

Deliverables

- Draft Report
- Final Report

TASK 5.0: PRESENTATION OF FINDINGS

Activities

The MGT Project Manager will present the finalized plan recommendations and final report to the Village.

Project Timeline

MGT is available to start this project within four to six weeks of acceptance of the proposal. Based on MGT’s experience conducting similar projects, we anticipate the proposed project can be completed within approximately 16 weeks of project initiation as illustrated in **Exhibit 1**. The schedule is contingent, however, upon the timely response from the comparable entities supplying the market data, and the employees and supervisors in returning the completed JAQs. Any delays in receipt of this information are beyond the control of MGT and may lengthen the completion of the report.

Job description updates will commence following the completion of the study and are expected to take approximately 60 days to finalize.

Exhibit 1. Proposed Schedule

WORK PLAN TASKS	WEEK															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Meet with the Village’s representatives to discuss Study methodology and expectations.	█															
Prepare and distribute market surveys to comparable entities.		█														
Conduct employee meetings, provide JAQs, and explain the purpose of the Study and the process.			█													
Return of JAQs and market surveys.				█	█	█										
Reading of JAQs and job descriptions.							█									
Conduct employee interviews.								█								
Analyze data; prepare new classification and compensation plans; send draft findings to the Village.									█	█	█					
Meet with the Village’s key representatives to review preliminary findings.												█				
Receive comments from the Village													█			
Prepare Draft Report and send to the Village; receive return comments.														█		
Prepare Final Report.															█	
Present Final Report to the Village.																█



5. Municipal Client References

A leader in classification and compensation studies.

More than one-third of the organizations served by MGT have contracted for multiple projects; we feel repeat business is the greatest testament to our commitment to customer service and client satisfaction. We encourage you to contact any of our references to learn of our professionalism, ability to meet timelines, and the expertise of our staff.

VILLAGE OF ELBURN, IL CLASSIFICATION AND COMPENSATION STUDY & PERFORMANCE APPRAISAL TOOL REVIEW

Project Dates: 2024
John Nevenhoven, Village Manager
301 E. North Street, Elburn, Illinois 60119
630-365-5060 | jnevenhoven@elburn.il.us

VILLAGE OF GURNEE, IL CLASSIFICATION AND COMPENSATION STUDY

Project Dates: 2023
Christine Palmieri, Human Resources Director
325 N. OPlaine Road, Gurnee, IL 60031
847-599-7500 | chrisn@village.gurnee.il.us

VILLAGE OF BERKELEY, IL CLASSIFICATION AND COMPENSATION STUDY

Project Dates: 2021
Rudy Espiritu, Village Administrator
5819 Electric Ave., Berkeley, IL 60163
708-449-8840 | respiritu@berkeley.il.us

VILLAGE OF DEER PARK, IL CLASSIFICATION AND COMPENSATION STUDY

Project Dates: 2019
Beth McAndrews, Village Administrator
23680 W Cuba Road, Deer Park, IL 60010
847-726-1648 ext. 102 | bmcandrews@vodp.net



6. Total Project Price

*Defined by Impact. Driven by People.
Dedicated to the Community.*

Our cost proposal reflects our interpretation of the written requirements within your solicitation. **We take pride in customizing our clients’ needs and we will work with you to ensure our fees are aligned with your expectations and budget.** We have proposed the entire Study be conducted virtually; however, if the Village requests any in-person meetings, MGT will provide an additional estimate for travel and related expenses. By conducting our studies virtually, we can provide significant cost savings for our clients.

In keeping with the above statement of our usual practices, we estimate the fixed fee for the entire study to be **\$16,575** plus other Optional Services (see below). We have listed the cost of our professional fee for each study component below. Payment will be due as follows: 50% of the professional fees will be due after the initial project meeting, and the balance will be billed after the Study is completed. Invoices will be sent to the Village and are payable within 30 days of receipt.

NOTE: MGT prides itself on employee inclusion as a vital part of the Study process. This is done by conducting individual interviews with at least one employee in each position. We understand this can be a significant cost. While we highly recommend this process be included, we can remove item B under Task 1.5 if no employee interviews are needed.

Exhibit 2. Proposed Cost by Task

Milestones and Tasks		Professional Hours	TOTAL (\$)
1.0	Meetings, Salary Survey and Job Analysis		
1.1	Study Preparation and Project Meeting	4	780
1.2	Establishing Comparable	8	1,560
1.3	Preparing for and Hosting Employee Kick Off Meeting	2	390
1.4	Prepare Survey, Survey Distribution and Follow Up	4	780
1.5	A. Review and Reading of JAQs and Job Descriptions	8	1,560
	B. Preparation for Interviews and Conducting Employee Interviews	14	2,730
	C. Analyzing Data, Assigning Skill Levels and Establishing a Classification Plan	10	1,950
2.0	Data Analysis		
2.1	Compiling and Analyzing Market Data and Creating the New Compensation Plan	8	1,560
2.2	Preliminary Analysis Review and Training	8	1,560
3.0	Progress Reports and Project Meetings	5	975
4.0	Draft and Final Report Preparation		
4.1	Preparing Draft Report	8	1,560
4.2	Final Report	4	780
5.0	Presentation of Findings	2	390
Total Hours and Cost:		85	\$16,575

6. TOTAL PROJECT PRICE

NOTE: If the Village accepts our proposal for this project, MGT will provide **support services at no additional cost for one year** from contract execution. This will include any communication regarding questions concerning the report.

Optional Services/Cost

PROGRESS REPORTS – It is customary to have periodic telephone conversations throughout the Study to provide progress reports. There will be no charge for these periodic telephone updates.

SITE VISITS – If the Village requests any on-site visits, there will be additional costs for the MGT’s time and expenses.

JOB DESCRIPTIONS – Updates to existing job descriptions cost \$250 each; new job descriptions, if needed, cost \$300 each. Job descriptions will be completed upon conclusion of the Study and are billed separately.

ADDITIONAL SERVICES – Any additional services not covered in this proposal and requested by the Village will be billed at the rate of \$195 per hour plus expenses, including assistance with employee appeals.

This quote is firm and irrevocable for a period of three months, after which prices may increase.



Appendix A. Staff Biographies

Biographies of our proposed project personnel are provided on the following pages. The personnel described in our proposal are the professionals who will provide the services for this project. We may use additional staff consultants with subject matter expertise to assist with employee interviews, if needed.



Rachel Skaggs, M.P.A.

Director

Rachel Skaggs is a seasoned Director with over a decade of experience in local government management. Specializing in budget management, economic development initiatives, human resources, and community engagement, Rachel has successfully led more than 150 projects across diverse communities nationwide. Her comprehensive approach ensures that classification and compensation plans promote both internal and external equity, achieving long-term administrative efficiency. Rachel's expertise is backed by her significant contributions to Illinois municipalities, including the Village of Montgomery, Village of Schaumburg, and the City of Princeton, where she demonstrated fiscal responsibility and strategic leadership in her management roles.

In her previous role as City Manager, Rachel managed HR tasks, budgeting, economic development, and community outreach efforts, consistently fostering vibrant and engaged communities. She is passionate about advancing diversity and inclusivity in municipal decision-making processes, having co-authored articles on women in government leadership and implemented initiatives to enhance citizen involvement. Rachel's commitment to collaboration and trust-building is reflected in her active memberships in professional organizations, contributing to her reputation as a trusted leader in local government management.

Areas of Expertise

- Local Government Management
- Capital and General Budgets
- Economic Development
- Pay Equity
- Strategic Planning
- Human Resources
- FLSA Requirements
- Debt Refinancing
- Contract Negotiation
- Community Engagement

Education

- M.P.A., Northern Illinois University
- B.A., English and Political Science, Northern Illinois University

Professional Development & Speaking Engagements

- Presentation on Females in Local Government:
 - ICMA Conference, Phoenix, Arizona, 2012
 - The Legacy Project
 - ILCMA
- Public Management Magazine article "Women Leading Government", co-authored with Heidi Voorhees
- Public Voices XIII No. 2 article "Advancing Women in Local Government: The Case in Illinois", co-authored with Dr. Kimberly Nelson

Memberships & Affiliations

International City and County Management Association
 Illinois City/County Management Association
 Illinois Public Employer Labor Relations Association
 Princeton Rotary Club
 The Legacy Project

Professional Experience

MGT Impact Solutions, LLC, Director, 2019-Present
 Princeton, IL, City Manager, 2015-2019
 Village of Schaumburg, IL, Management Analyst, 2012-2015
 Village of Montgomery, IL, Management Analyst; HR Manager, 2009-2012



Katy Yee, SHRM Project Manager

Katy Yee brings over 25 years of experience in multiple public sector settings, focusing on human resources and administrative management. Katy's human resources areas of concentration have included organizational development, compensation, recruitment and retention, and training and staff development.

The cornerstone of Katy's career is with DuPage County Government and the DuPage County Health Department. At those organizations, she coordinated and participated in several agency-wide compensation studies utilizing and applying the Korn-Ferry (formally Hay Group) methodology. While working in public health as Director of Organizational Development, Katy was directly responsible for the areas of quality improvement, compliance, and accreditation. In addition, she led agency-wide initiatives focused on integrating services and improving client access to care. Some of these initiatives included: redesigning client intake processes, supporting the implementation of an electronic medical record, and ensuring compliance with ACA requirements.

Most recently, Katy worked with Elgin Community College and the Forest Preserve District of Kane County. These opportunities highlighted Katy's ability to engage in and contribute to organizational effectiveness in a variety of public sector settings. Her broad depth of knowledge, professionalism, and approachable style have enabled her to build relationships at all levels within each organization and provide relevant, practical, and valuable human resources support.

Katy's philosophy on human resources and organizational development has always been that of a "business partner" – she truly enjoys working on solutions that help to support the operational needs of the organization.

Areas of Expertise

- Korn-Ferry methodology
- ACA compliance
- Accreditation
- Services Integration
- Client care access
- Client intake processes
- Medical records protocols
- Classification and Compensation Project Management

Education

- B.A., Urban Studies, Elmhurst College
- Certificate, Marketing Analytics, Udacity

Certifications

- SHRM-CP, Society for Human Resources, Certificate
- Time Management Trainer, Certificate

Memberships & Affiliations

Society for Human Resources (SHRM)

Illinois Park and Recreation Association (IPRA)

Professional Experience

MGT Impact Solutions, LLC, Project Manager, 2022-Present

Forest Preserve District of Kane County, Geneva, IL; Director of Human Resources

Elgin Community College, Elgin, IL; Director of Compensation and Talent Acquisition

DuPage County Health Department, Wheaton, IL; Director of Organizational Development; Human Resources Manager

DuPage County Government; Interim Director of Human Resources, Human Resources Manager; Human Resources Supervisor; Human Resources Generalist and Recruitment Specialist



Rachel King
Project Manager

Rachel King is a Classification and Compensation Project Manager with over eight years of experience in human resource management. She has led more than 30 classification and compensation projects, creating tailored solutions for clients ranging from small municipalities to large entities with populations exceeding 200,000. Her expertise extends to performance evaluations, benefits analysis, and developing DEIB best practices, helping organizations improve both employee engagement and operational effectiveness.

Previously, Rachel was a Human Resources Manager at the technology startup cove.tool, where she handled recruiting and employee relations. Passionate about fostering inclusive workplace cultures, she played a key role in securing the Great Place to Work certification, demonstrating her commitment to creating positive, engaging environments for all employees.

Areas of Expertise

- HRIS & ATS
- Benefits Administration
- Performance Management
- HR Strategy Creation & Execution
- Onboarding & Offboarding
- Training & Leadership Development
- Employee Relations Management
- Policy Development
- Project Management
- Compensation Management
- Employee Retention
- Employee Engagement & Satisfaction

Education

- B.S., HR Management, Southern New Hampshire University

Selected Project Highlights

City of Benson, AZ <i>Compensation Study</i>	Navajo Tribal Utility Authority, AZ <i>Classification and Compensation Study</i>
Hawkeye Community College, IA <i>Classification and Compensation Study</i>	Rhode Island Housing, RI <i>Executive Compensation Survey & Analysis</i>
Indianola Municipal Utilities, IA <i>Classification and Compensation Study</i>	Tampa Housing Authority, FL <i>Classification and Compensation Study</i>
Livingston County, MI <i>Classification and Compensation Study</i>	Town of Richmond, VT <i>Benefits Analysis</i>
Livingston County Community Mental Health, MI <i>Classification and Compensation Study</i>	Village of Elburn, IL <i>Classification and Compensation Study</i> <i>Performance Review Tool</i>

Work Experience

MGT Impact Solutions, LLC, Project Manager, 2022-present
cove.tool, HR Manager, May 2021-March 2022

Edward Jones, HR Generalist, June 2019-May 2021; Office Manager/Retirement Specialist, February 2016-June 2019



Alice Bieszczat

Classification and Compensation Specialist

Alice Bieszczat is a seasoned Classification and Compensation Specialist with over 25 years of diverse experience across the private, non-profit, and public sectors. Over the past decade, she has spearheaded or contributed to over 150 Classification and Compensation Studies across 21 states, collaborating with municipalities, counties, park districts, special services agencies, and non-profit organizations. Her expertise spans union, non-union, management, technical, and administrative positions, showcasing her adaptability to various organizational structures and complexities.

In addition to her extensive consulting background with firms like Voorhees Associates and the PAR Group, Alice has provided non-profit consulting services for esteemed institutions such as the Ann & Robert H. Lurie Children's Hospital of Chicago and the Archdiocese of Milwaukee. Her recent projects have involved Classification and Compensation Studies in multiple states, highlighting her broad geographic reach and comprehensive approach to human resources consulting. Prior to her consulting roles, Alice contributed to transportation innovation research published in reputable journals and national media outlets, and led fundraising efforts at Lurie Children's Hospital, demonstrating her multifaceted skill set and dedication to driving positive organizational change.

Areas of Expertise

- Classification and Compensation Studies
- Human Resources Consulting
- Non-Profit Consulting
- Municipalities, Counties, Park Districts, and Special Services Agencies
- Union and Non-Union Environments
- Management, Technical, and Administrative Positions
- Transportation Innovation Research

Education

- M.P.S., DePaul University
- B.S., Mathematics, DePaul University

Professional Development & Speaking Engagements

- Published Research on Transportation Innovations in Transportation Research Journal and Transport Policy
- Lecturer on Transportation Innovations

Professional Consulting

Aurora Healthcare and the Archdiocese of Milwaukee
Ann & Robert H. Lurie Children's Hospital of Chicago
North Shore Senior Center
Logan Square Neighborhood Association

Professional Experience

MGT Impact Solutions, LLC, Classification and Compensation Specialist, 2016-Present
Chaddick Institute of Metropolitan Development DePaul University, 2009-2012
Lurie Children's Hospital of Chicago, 2005-2008
American Diabetes Association, 2004-2005
Accelerated Fundraising Solutions, 2000-2003
Sprint Cellular/Alltel, 1996-2000



Julie Hawkins

Classification & Compensation Specialist

Julie Hawkins is a seasoned Classification and Compensation Specialist with MGT, bringing over 30 years of experience in local government administration and human resources. Julie has successfully worked on more than 30 Classification and Compensation Studies in the past year alone, with numerous additional studies completed over the years. Her expertise encompasses a wide range of HR functions, including personnel policy and job description creation and updates, recruitment, and staffing studies. Julie's collaborative approach has been proven effective with elected and appointed officials across various municipal, park, library, and water agencies.

Julie is dedicated to the public sector, understanding its critical role in daily life. She is an accomplished speaker and trainer, having presented on topics such as hiring and onboarding, performance management, HR compliance in the public sector, I-9 compliance, and ethics programs. Julie has also contributed significantly to professional organizations by serving on boards and organizing events for annual conferences. Her academic credentials include a Master of Arts in Public Administration from Northern Illinois University and a Bachelor of Arts in Public Administration and Political Science from Augustana College.

Areas of Expertise

- Classification and Compensation Studies
- Personnel Policy and Job Description Creation and Updates
- Recruitment and Staffing Studies
- Human Resource Compliance in the Public Sector
- Hiring and Onboarding Processes
- Performance Management
- Training and Development

Education

- M.P.A., Northern Illinois University
- B.A., Public Administration & Political Science, Augustana College

Memberships & Affiliations

International City/County Management Association (ICMA) – Annual Conference Committee
 Illinois City/County Management Association (ILCMA)
 Illinois Association of Municipal Management Assistants (IAMMA) – Past President
 Society for Human Resource Management (SHRM)
 Illinois Public Employer Labor Relations Association (IPELRA)
 Illinois Association of Park Districts (IAPD/IPRA)
 Illinois Library Association (ILA)
 Illinois Government Finance Officers Association (IGFOA)

Professional Experience

MGT Impact Solutions, LLC, Classification and Compensation Specialist, 2023-Present
 Sikich LLP, Human Resources Consultant, 2009-2017
 CCF Consulting, Public Sector Human Resources Consulting Services, Owner, 1996-2009
 Village of Carol Stream, IL, Assistant to the Village Manager, 1989-1996
 Village of Elk Grove, IL, Village Manager's Office, Administrative Assistant, 1987-1989
 City of Rock Island, IL, Administrative Intern, 1986-1987

MGT
