

Resolution 2022-91

BE IT RESOLVED by the President and Board of Trustees of the Village of Northbrook, County of Cook and State of Illinois, THAT:

A Resolution Approving Adjustments to the Compensation of the Village Manager

is hereby adopted, as follows:

Section 1. BACKGROUND.

The Village has entered into an Employment Agreement dated as of June 22, 2021 with Cara L. Pavlicek, currently serving as Village Manager (the “*Employment Agreement*”).

Section 5.A. of the Employment Agreement provides that the Village will pay Village Manager Pavlicek an annual base salary in the amount of \$230,000.00, payable in installments in accordance with the Village’s normal payroll practices (“*Base Salary*”).

Section 5.B. of the Employment Agreement requires that the Board of Trustees review the Base Salary each year based on performance and on any general wage adjustment granted to other Village senior department heads. The Employment Agreement further provides that the Board of Trustees may adjust the Base Salary if the Board of Trustees, in its sole discretion, determines, pursuant to the performance evaluation, that an adjustment of compensation is appropriate.

The Board of Trustees recently conducted a performance evaluation for Village Manger Pavlicek and, based on that evaluation, and in accordance with the Employment Agreement, the Village now desires to approve a Base Salary increase and a bonus as set forth in this Resolution.

Section 2. APPROVAL OF INCREASE TO BASE SALARY.

In accordance with Section 5.B. of the Employment Agreement, the Board of Trustees hereby approve a five-percent increase to the annual Base Salary paid to Village

Manager Pavlicek pursuant to the Employment Agreement which will bring the new annual amount to \$241,500.00 per year, effective as of September 1, 2022.

Section 3. APPROVAL OF ADDITIONAL COMPENSATION.

In addition to the increase in Base Salary, the benefits and payments established in the Employment Agreement, and all other benefits available generally to Village employees, the Board of Trustees hereby approve the payment to Village Manager Pavlicek of a bonus in the form of an additional annual deferred compensation payment in the amount of \$10,000 for a one-year period, payable in equal monthly installments, effective on October 1, 2022.

Section 4. EFFECT OF RESOLUTION.

Except for the salary and payment adjustments made pursuant to this Resolution, all provisions of the Employment Agreement remain in full force and effect, without change.

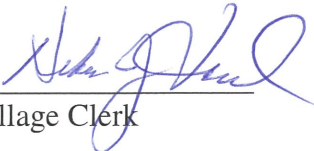
Section 5. EFFECTIVE DATE.

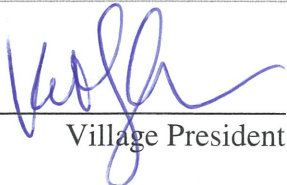
This Resolution shall be in full force and effect from and after its passage and in the manner provided by law.

Adopted: 9/13/2022

RESULT:	ADOPTED BY CONSENT VOTE [6 TO 0]
MOVER:	Bob Israel, Trustee
SECONDER:	Dan Pepoon, Trustee
AYES:	Israel, Collison, Ross, Hebl, Pepoon, Ebhomielen
ABSTAIN:	Kathryn Ciesla

ATTEST:


Village Clerk


Village President