



Human Resources Office
18 N. County St. – 7th Floor
Waukegan, Illinois 60085
Phone: 847.377.2250
www.lakecountyil.gov

MEMORANDUM

Date: September 3, 2021
To: Finance & Administrative Services Committee
Through: Gary Gibson, County Administrator
From: John Light, Director of Human Resources
Subject: Authorization to offer a salary above the midpoint

Issue

The Finance & Administration Committee must approve any offer of employment with a starting salary above the midpoint of the salary range for certain non-union salary grade levels.

Analysis

The Maintenance Supervisor position at the Department of Transportation (DOT) is vacant and the County has been actively recruiting candidates to fill this position. This recruitment is difficult due to the robust job market and small number of qualified candidates.

The County has found a qualified candidate we would like to hire for this position. This candidate's salary requirements exceed the midpoint of salary grade M8. We are requesting the authority to hire beyond the midpoint of salary grade M8 to fill position number 29136 Maintenance Supervisor.

Recommendation

We recommend the Finance & Administrative Services Committee authorize the Director of Human Resources to offer at a starting salary above the midpoint of salary grade of M8 to fill the position of Maintenance Supervisor (position number 29136) at the Department of Transportation.