	Lake County Policy	***1.XX County Elected Official Compensation Policy***
		Approved by the County Board on: **Month DD, YYYY**

1. **Purpose and Intent**

   1.1 The purpose of this policy is to establish a framework for consistent and equitable compensation levels for Lake County Elected Officials including all County-wide Elected Officials, the County Board Chair and County Board Members.

   1.2 The intent of this policy is to provide long-term guidance and stability for the compensation of all County Elected Officials.

   1.3 It is further the intent of this County Board to develop a plan to align the compensation of the Clerk of the Circuit Court, Coroner, County Clerk/Recorder of Deeds, Regional Superintendent of Schools, and Treasurer to establish equity and parity among these officers.

2. **Background**

   2.1 As required by provisions of Illinois Statutes, the County Board shall fix the compensation levels of elected officers at least 180 days prior to the beginning of the terms of office.

   2.2 Lake County has the following County-wide Elected Officials: Clerk of the Circuit Court, Coroner, County Clerk/Recorder of Deeds, Regional Superintendent of Schools, Sheriff, State's Attorney, and Treasurer. In addition, the County Board currently has nineteen elected Board Members who also serve as Commissioners of the Lake County Forest Preserve.

   2.3 The County-wide Elected Officials are elected for terms of office of four years. Elections for County-wide Elected Officials are held in two cycles – Clerk of the Circuit Court, Coroner and State's Attorney are elected in one cycle, with the County Clerk/Recorder of Deeds, Regional Superintendent of Schools, Sheriff, and Treasurer elected in a second cycle.

   2.4 Lake County Board Members have terms of office comprised of two- and four-year cycles that are established as prescribed by Illinois Statute following the United States Census.

   2.5 The County Board Chair is selected by the membership of the County Board. The term of office for the Chair is two years.

3. **Scope**

   3.1 This policy provides a framework and guidance for the County Board as it establishes compensation levels for County Elected Officials as prescribed by Illinois Statute.

4. **Authority**

   4.1 The County Board is charged with establishing compensation for County Elected Officials by Illinois Statute.

5. Policy

5.1 It shall be the policy of the Lake County Board that the compensation for each elected official, at the time in which compensation should be established for the particular elected official, will be increased by the same percentage as the County Board approved percentage for non-union staff in the most recently approved fiscal year budget.

5.2 If the calculated amount results in a salary less than other elected officials of the same type, the salary will be increased to the same salary as the others in that type, in order to maintain parity amongst elected officials. County Board Member salaries will only be compared to County Board Member salaries. The County Clerk/Recorder of Deeds, Regional Superintendent of Schools, Treasurer, Clerk of the Circuit Court, and Coroner will be considered as a similar type of County-wide elected officials to maintain parity. The Sheriff's salary is considered independently of the other County-wide elected officials.

5.3 Nothing in this policy shall be construed to replace or override authorities or responsibilities in Illinois Statute.

6. Severability

6.1 If any section or provision of this policy should be held invalid by operation of law, none of the remainder shall be affected.

7. Non-Discrimination

7.1 Lake County prohibits the discriminatory application, implementation, or enforcement of any provision of this policy on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, gender identity, housing status, or any other protected category established by law, statute, or ordinance.

Policy History			
Version	**Date Adopted**	**Legistar Item #**	**Notes**
Original	Month DD, YYYY		--