

Lake Consolidated Emergency Communications (LakeComm)



LakeComm Executive Committee

Minutes - FINAL

Wednesday, April 23, 2025

3:30 PM

SPECIAL MEETING

LOCATION:

**Division of Transportation, Conference Room A
600 W. Winchester Road Libertyville, IL**

1. Call to Order

- Pledge of Allegiance

Chair Timony called the meeting to order at 3:30 p.m. and led the Pledge of Allegiance.

2. Roll Call of Members

LakeComm Secretary Mike Strong did a roll call of members.

Members present:

Chair: Kevin Timony – Village Manager, Village of Vernon Hills

Lake County: Patrice Sutton - Lake County Administrator

Municipal Manager: Greg Jackson - Chief of Staff, City of North Chicago

Fire Protection District: Bill Hogan - President, Wauconda Fire Protection District

Fire Chiefs Association: Ed Lescher - Fire Chief, Fox Lake Fire Protection District

Chiefs of Police Association: Jason Seeley - Chief of Police, Mundelein

Members absent:

Vice Chair: Bill McKinney – Mayor, City of Zion

Others Present:

Treasurer: Brandy Schroff - Village Administrator, Village of Round Lake

Secretary: Mike Strong - Village Administrator, Village of Lake Villa

Aaron M. Rendon, IBEW Local 150

Alicia Conradi, Gurnee

Anne Harper, Lake Zurich

Don Hansen, Mundelein

Janna Philipp, Lake County

Jason Kern, LakeComm Executive Director

Joe Willems, Vernon Hills

John Kelly, Ottosen, DiNolfo, Hasenbalg & Castaldo Ltd.

Kate Reinhard, LCETSB

Kristy Eckles, Countryside

Molly Jones, Gurnee

Tricia Koesling, Gurnee

Steve Husak, Lake Zurich PD, Chief

3. Approval of Minutes

There was no action taken on this item.

4. Public Comment

There were no comments from the public.

5. Reports

There were no reports made.

6. Unfinished Business

There was no unfinished business.

7. New Business**7.1. A Resolution Approving the Compensation Plan for Employees of Lake Consolidated Emergency Communications.**

Attachments: [R-2025-008 \(pg. 3\)](#)

Executive Director Jason Kern provided background to the Committee on the budgetary assumptions and staffing plan developed for the Agency and introduced a draft compensation plan to the Committee. He stated that various assumptions have been utilized to develop the plan, which included shift schedules, organizational structure, and the planned staffing positions, and tiers.

Mr. Kern presented an overview on a Transition Plan that outlines salary schedules and benefits for future employees. He added that the plan also outlines how existing telecommunicators and staff would be absorbed into the LakeComm agency, with consideration of their tenure, years of service, and current salaries.

Discussion ensued amongst the Committee relating to the Transition Plan and Staffing Plan including discussion on the allocation and administration of benefit time, and how an employee's starting base salary would be determined.

Executive Director Kern reviewed the pay plan proposed for FY2026, and the budgeted positions he would seek to fill in the Agency. He stated that the goal was to remain competitive with the market as well as ensure that telecommunicators or staff who transition into LakeComm can maintain their current salary base. He compared the staffing plan proposed to the Federal Engineering report recommendations and discussed how salary ranges were established for each position and tier. Discussion ensued regarding the administration of the plan, specific employment positions, and how employees would be recruited at different levels of the organization, or tiers proposed for the telecommunicator positions.

The Committee recommended that adjustments be made to the documents that include adding Lake County ETSB into the plan, and incorporate additional modifications to the salaries section, pay plan pursuant to the Committee's discussion and direction.

Chair Timony asked the Committee if there would be concerns with considering approval, subject to Executive Director Kern providing a redline to the Committee that is reflective of the direction provided at the meeting. Hearing no concerns, or further questions from the Committee, Chair Timony asked for a motion to recommend approval of the Resolution, subject to the amendments discussed.

A motion was made by Member Sutton, seconded by Member Lescher, to recommend approval of Resolution R-2025-008, as amended to reflect revisions discussed and recommended by the Executive Committee during its meeting on April 23, 2025. The following voted "Aye": Chair Timony, Members Sutton, Jackson, Hogan, Lescher, and Seeley. The following voted "Nay": none. The following voted "Abstain": none. 6-Ayes, 0-Nays, 0-Abstention. motion carried.

8. Member Remarks

There were no member remarks made.

9. Adjournment

A motion was made by Member Jackson, seconded by Member Seeley, to adjourn the meeting. The motion carried unanimously by voice vote. Chair Timony adjourned the meeting at 4:24 p.m.

**Next Regular Meeting: May 14, 2025 at 2:30 pm at the Central Permit Facility
(2nd FL) 500 W. Winchester Road Libertyville, IL**