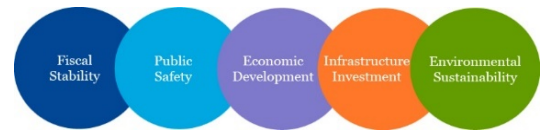


PERSONNEL OVERVIEW COMPENSATION PLAN

Non-Collectively Bargained Pay Grades

Effective January 1, 2024



Updated January 16, 2024

NON-EXEMPT			
Grade	Minimum	Mid Point	Maximum
3	15.00	17.82	20.64
4	15.07	18.84	22.61
5	16.57	20.71	24.85
6	18.28	22.85	27.42
7	20.23	25.29	30.34
8	22.46	28.08	33.69
9	25.02	31.28	37.53
10	27.94	34.92	41.91
11	31.26	39.07	46.89
12	35.05	43.81	52.57
13	39.39	49.24	59.09

EXEMPT			
Grade	Minimum	Mid Point	Maximum
9	52,051.30	65,064.12	78,076.95
10	58,111.16	72,638.95	87,166.74
11	65,020.65	81,275.81	97,530.97
12	72,911.27	91,139.09	109,366.90
13	81,939.63	102,424.54	122,909.45
14	92,287.42	115,359.28	138,431.13
15	104,170.08	130,212.60	156,255.12
16	117,839.37	147,299.22	176,759.06
17	134,176.08	167,720.10	201,264.12

EXECUTIVE			
Grade	Minimum	Mid Point	Maximum
17	125,790.08	167,720.10	209,650.13
18	144,161.25	192,215.00	240,268.74

CITY MANAGER	
Grade	Annualized Compensation
City Manager	285,927.91

ELECTED AND APPOINTED OFFICIALS	
Grade	Annualized Compensation
Mayor	13,500.00
Council	9,500.00

PERSONNEL OVERVIEW
COMPENSATION PLAN
Non-Collectively Bargained Full-Time
Positions - Effective January 1, 2024
Updated January 16, 2024



NON-EXEMPT					
Grade	Position No.	Title	Minimum	Mid Point	Maximum
8	39030	Administrative and Customer Service Specialist	22.46	28.08	33.69
8	39090	Finance and Customer Service Specialist	22.46	28.08	33.69
8	39080	Permit and Customer Service Technician	22.46	28.08	33.69
8	28050	Bus Driver	22.46	28.08	33.69
8	59040	Business Development Specialist	22.46	28.08	33.69
8	40050	Pace Bus Driver	22.46	28.08	33.69
8	39075	Police Records Specialist	22.46	28.08	33.69
9	52030	Administrative Program Specialist	25.02	31.28	37.53
9	53070	Multimedia Specialist	25.02	31.28	37.53
9	47090	Community Service Officer	25.02	31.28	37.53
9	55060	Assistant City Forester	27.94	34.92	41.91
10	65050	Building/Housing Inspector	27.94	34.92	41.91
10	60610	Zoning and Permit Technician	27.94	34.92	41.91
10	83080	Communications and Events Coordinator	27.94	34.92	41.91
10	55055	Contract Specialist	27.94	34.92	41.91
10	69060	IT Support Technician	27.94	34.92	41.91
10	40060	Evidence Custodian	27.94	34.92	41.91
10	55050	Executive Assistant	27.94	34.92	41.91
10	55010	Facilities Technician	27.94	34.92	41.91
10	65032	Fire Inspector	27.94	34.92	41.91
11	67065	Permit and Customer Service Supervisor	31.26	39.07	46.89
11	65070	Engineering Technician	31.26	39.07	46.89
11	67050	Plan Examiner/Inspector	31.26	39.07	46.89
12	65544	Engineering Inspector	35.05	43.81	52.57
12	68075	Building/Housing Inspector II	35.05	43.81	52.57
12	65546	Senior Inspector	35.05	43.81	52.57
12	65547	Facilities Supervisor	35.05	43.81	52.57
12	65560	Foreman	35.05	43.81	52.57
12	65570	Public Safety Mechanic	35.05	43.81	52.57
13	65576	Senior Plan Examiner/Inspector	39.39	49.24	59.09
13	70560	City Forester	39.39	49.24	59.09

PERSONNEL OVERVIEW
COMPENSATION PLAN
Non-Collectively Bargained Full-Time
Positions - Effective January 1, 2024
Updated January 16, 2024



EXEMPT					
Grade	Position No.	Title	Minimum	Mid Point	Maximum
9	49020	Social Services Coordinator	52,051.30	65,064.12	78,076.95
9	49010	Senior Services Program Coordinator	52,051.30	65,064.12	78,076.95
9	49040	Payroll and Customer Service Specialist	52,051.30	65,064.12	78,076.95
9	49050	Utility Billing Specialist	52,051.30	65,064.12	78,076.95
10	65450	Accountant	58,111.16	72,638.95	87,166.74
10	57045	Human Resources Generalist	58,111.16	72,638.95	87,166.74
10	57050	Management Analyst	58,111.16	72,638.95	87,166.74
10	54015	Marketing Coordinator	58,111.16	72,638.95	87,166.74
10	56070	Sustainability Specialist	58,111.16	72,638.95	87,166.74
10	49080	Planner	58,111.16	72,638.95	87,166.74
10	58020	Victim Specialist	58,111.16	72,638.95	87,166.74
10	59020	Social Services Specialist	58,111.16	72,638.95	87,166.74
10	58035	Risk Manager	58,111.16	72,638.95	87,166.74
10	57080	Water Plant Chemist	58,111.16	72,638.95	87,166.74
11	75020	Resiliency Manager	65,020.65	81,275.81	97,530.97
11	65451	Senior Accountant	65,020.65	81,275.81	97,530.97
11	65550	Planner II	65,020.65	81,275.81	97,530.97
12	65541	Records Supervisor	72,911.27	91,139.09	109,366.90
12	65580	Lead Water Plant Operator	72,911.27	91,139.09	109,366.90
12	49060	Business Development Manager	72,911.27	91,139.09	109,366.90
12	62050	Assistant Human Resources Manager	72,911.27	91,139.09	109,366.90
12	55065	Deputy City Clerk	72,911.27	91,139.09	109,366.90
12	61050	Social Worker	72,911.27	91,139.09	109,366.90
12	70550	Transit Coordinator	72,911.27	91,139.09	109,366.90
13	73050	Senior Planner	81,939.63	102,424.54	122,909.45
13	70010	Assistant to the City Manager	81,939.63	102,424.54	122,909.45
13	69070	Senior Systems Administrator	81,939.63	102,424.54	122,909.45
13	69090	Senior Network/Systems Engineer	81,939.63	102,424.54	122,909.45
13	73070	Civil Engineer	81,939.63	102,424.54	122,909.45
14	83095	Accounting Manager	92,287.42	115,359.28	138,431.13
14	83090	Manager of Senior Services	92,287.42	115,359.28	138,431.13
14	83070	Communications Manager	92,287.42	115,359.28	138,431.13
14	77085	Assistant Superintendent	92,287.42	115,359.28	138,431.13
14	77075	Utilities Superintendent	92,287.42	115,359.28	138,431.13
14	77090	Water Plant Superintendent	92,287.42	115,359.28	138,431.13
14	70060	Assistant Director of Public Works	92,287.42	115,359.28	138,431.13
15	83040	Building Division Manager	104,170.08	130,212.60	156,255.12
15	77020	Human Resources Manager	104,170.08	130,212.60	156,255.12
16	83010	Manager of Information Technology	117,839.37	147,299.22	176,759.06
16	88010	City Engineer	117,839.37	147,299.22	176,759.06
16	85040	Deputy Director of Community Development	117,839.37	147,299.22	176,759.06
16	83060	Deputy Director of Public Works	117,839.37	147,299.22	176,759.06
16	85030	Deputy Finance Director	117,839.37	147,299.22	176,759.06
16	83020	Fire Department Battalion Chief	117,839.37	147,299.22	176,759.06
16	83030	Police Commander	117,839.37	147,299.22	176,759.06
17	85070	Deputy Fire Chief	134,176.08	167,720.10	201,264.12
17	85050	Deputy Police Chief	134,176.08	167,720.10	201,264.12

**PERSONNEL OVERVIEW
COMPENSATION PLAN**
**Non-Collectively Bargained Full-Time
Positions - Effective January 1, 2024**
 Updated January 16, 2024



EXECUTIVE					
Grade	Position No.	Title	Minimum	Mid Point	Maximum
17	85020	Assistant City Manager	125,790.08	167,720.10	209,650.13
18	89030	Deputy City Manager	144,161.25	192,215.00	240,268.74
18	91050	Director of Community Development	144,161.25	192,215.00	240,268.74
18	95030	Director of Public Works	144,161.25	192,215.00	240,268.74
18	92050	Finance Director	144,161.25	192,215.00	240,268.74
18	89060	Fire Chief	144,161.25	192,215.00	240,268.74
18	89080	Chief of Police	144,161.25	192,215.00	240,268.74

CITY MANAGER			
Grade	Position No.	Title	Annualized Compensation
City Manager	96050	City Manager	285,927.91

ELECTED AND APPOINTED OFFICIALS			
Grade	Position No.	Title	Annualized Compensation
Mayor	99550	Mayor	13,500.00
Council	98550	Council Member	9,500.00

PERSONNEL OVERVIEW COMPENSATION PLAN

Non-Collectively Bargained Part-Time & Temporary Positions - Effective January 1, 2024

Updated January 16, 2024



PART TIME					
Grade	Position No.	Title	Minimum	Mid Point	Maximum
5	03630	Recycling Worker	16.57	20.71	24.85
5	03590	Undergraduate Intern	16.57	20.71	24.85
6	03250	Clerical Support	18.28	22.85	27.42
6	03540	Program and Clerical Support	18.28	22.85	27.42
6	03575	Records Clerk	18.28	22.85	27.42
7	06260	Administrative Intern	20.23	25.29	30.34
7	05160	Planning Intern	20.23	25.29	30.34
7	05080	Rental Worker	20.23	25.29	30.34
8	05010	Administrative and Customer Service Specialist	22.46	28.08	33.69
8	05090	Finance and Customer Service Specialist	22.46	28.08	33.69
8	05015	Permit and Customer Service Technician	22.46	28.08	33.69
8	05040	Business Development Assistant	22.46	28.08	33.69
8	00890 & 05560	Bus Driver	22.46	28.08	33.69
8	06410	Public Access Coordinator	22.46	28.08	33.69
8	05020	Engineering Secretary	22.46	28.08	33.69
8	03975	Police Records Specialist	22.46	28.08	33.69
9	05050	Community Service Officer	25.02	31.28	37.53
9	03620	Forestry Worker	25.02	31.28	37.53
10	03610	Facilities Worker	27.94	34.92	41.91
10	06540	Building/Housing Inspector	27.94	34.92	41.91
10	06535	Plumbing Inspector	27.94	34.92	41.91
10	06610	Zoning and Permit Technician	27.94	34.92	41.91
10	06355	Risk Manager	27.94	34.92	41.91
10	06235	Diversity, Equity, Inclusion, & Belonging Specialist	27.94	34.92	41.91
11	06550	Housing Planner	31.26	39.07	46.89
11	06555	Program Analyst	31.26	39.07	46.89
11	06020	Grant Analyst	31.26	39.07	46.89
TEMPORARY					
Grade	Position No.	Title	Minimum	Mid Point	Maximum
3	01070	Clerical I	15.00	17.82	20.64
5	03150	Clerical II	16.57	20.71	24.85
5	03580	Intern	16.57	20.71	24.85
5	03570	Public Works Worker	16.57	20.71	24.85
7	03575	Clerical III	20.23	25.29	30.34
7	05160	Planning Intern / Program Analyst / Management Analyst	20.23	25.29	30.34
7	06050	Public Works Worker - CDL	20.23	25.29	30.34
8	05540	Ravinia Bus Driver	22.46	28.08	33.69
9	03615	Clerical IV	25.02	31.28	37.53
9	03620	Public Works Worker - Forestry	25.02	31.28	37.53
9	05550	Ravinia Foreman	25.02	31.28	37.53
10	03610	Public Works Worker - Facilities	27.94	34.92	41.91
10	03710	Building/Housing Inspector	27.94	34.92	41.91
10	03740	Planner	27.94	34.92	41.91
11	03810	Plan Examiner/Inspector	31.26	39.07	46.89
11	03815	Engineering Inspector	31.26	39.07	46.89
13	03910	Senior Planner	39.39	49.24	59.09

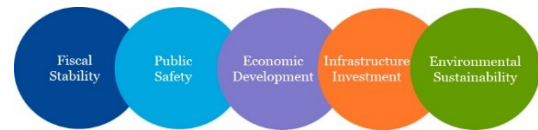
PERSONNEL OVERVIEW

COMPENSATION PLAN

Collectively Bargained Positions

Effective January 1, 2024

Updated January 16, 2024



FULL TIME									
Pos. No.	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
31060	Maintenance Aide	42,963.25	44,467.14	46,688.73	49,023.94	51,474.45	54,048.68	56,751.69	59,588.19
49090	Maintenance Worker	62,190.12	64,313.63	67,454.22	70,749.74	74,211.00	77,846.35	81,662.82	85,670.44
57070	Water Plant Operator	70,359.37	72,821.99	76,463.32	80,286.72	84,300.67	88,515.92	92,941.58	97,588.10
57090	Water Plant Mechanic	70,359.37	72,821.99	76,463.32	80,286.72	84,300.67	88,515.92	92,941.58	97,588.10
55030	Fleet Mechanic	67,805.64	70,178.96	73,688.37	77,371.55	81,240.99	85,303.09	89,567.57	94,045.91
56020	Firefighter	----	79,197.11	83,205.51	87,419.29	91,843.74	96,493.58	101,381.47	106,511.11
56030	Fire Fighter EMT I	----	80,872.96	84,881.88	89,094.60	93,520.08	98,169.40	103,054.67	108,187.49
65350	Fire Fighter EMT II	----	85,723.45	89,844.00	94,173.67	98,724.50	103,503.91	108,527.72	113,801.11
68050	Fire Lieutenant EMT I	----	93,477.79	98,124.36	103,008.30	108,136.66	113,526.61	119,189.09	125,138.09
74070	Fire Lieutenant EMT II	----	98,293.89	103,052.48	108,053.97	113,306.11	118,824.53	124,622.71	130,713.22
66050	Police Officer	82,713.15	85,608.03	89,724.56	94,045.99	98,672.02	103,605.98	108,786.49	114,226.22
76050	Police Sergeant (2080)	98,784.11	102,081.52	106,954.26	112,073.10	117,447.45	123,090.50	129,015.46	135,236.56

PART TIME									
Pos. No.	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
06060	Maintenance Worker	25.72	26.62	27.95	29.36	30.82	-	-	-