

CITY OF HIGHLAND
TOTAL COMPENSATION PACKAGE May 10, 2021

NAME	POSITION	HOURLY RATE	ANNUAL SALARY	MISC. PAYMENTS	HEALTH INSURANCE	VACATION DAYS	SICK DAYS	HOLIDAY DAYS	COURT TIME BENEFIT	TOTAL COMPENSATION
					DAYS	GRANTED	GRANTED	GRANTED	PD	
Conrad, Christopher	City Manager	67.31	140,004.80	1,900.00	25,788.36	25.00	13.00	12.50		167,693.16
Korte, Kelly N	Director of Finance	53.78	111,862.40	1,900.00	25,680.36	20.00	13.00	12.50		139,442.76
Imming, Angela	Director of Information Systems	57.33	119,246.40	1,700.00	16,626.00	20.00	13.00	12.50		137,572.40
Cook, Daniel	Director Of Light & Power	56.44	117,395.20	1,400.00	17,811.48	20.00	13.00	12.50		136,606.68
Rosen, Mark D	Director of Parks & Recreation	46.46	96,636.80	1,600.00	25,680.48	25.00	13.00	12.50		123,917.28
Gillespie III, Walter J.	Director of Public Works	50.09	104,187.20	1,700.00	17,651.16	25.00	13.00	12.50		123,538.36
Scarborough, Christopher	Lineman	47.62	99,049.60	0.00	23,007.60	5.00	13.00	12.50		122,057.20
Timmermann, Kyle	Lineman	47.62	99,049.60	0.00	23,007.60	10.00	13.00	12.50		122,057.20
Franks, William	Electric Utility Foreman	46.88	97,510.40	0.00	18,279.12	20.00	13.00	12.50		115,789.52
McClenahan, Brian D	Patrol Officer	44.51	97,209.84	2,050.00	12,803.04	20.00	13.00	12.50	3.00	112,062.88
Steinbeck, Aric J.	Police Sergeant	44.51	97,209.84	2,050.00	12,803.04	20.00	13.00	12.50	3.00	112,062.88
Alhmer, Scott D	Police Sergeant	44.51	97,209.84	2,050.00	8,646.72	20.00	13.00	12.50	3.00	107,906.56
Feeny, Damian N.	Police Sergeant	44.51	97,209.84	1,350.00	8,646.72	20.00	13.00	12.50	3.00	107,206.56
Schlaefler, Barkley	Lineman	47.62	99,049.60	0.00	8,045.76	15.00	13.00	12.50		107,095.36
Cox, Gene	Lineman	47.62	99,049.60	0.00	7,926.00	20.00	13.00	12.50		106,975.60
Flake, Christopher R	Patrol Officer	36.95	80,698.80	2,050.00	18,279.12	15.00	13.00	12.50	3.00	101,027.92
Wilson, James	EMT Captain/Supervisor	39.03	81,182.40	1,000.00	18,279.12	20.00	13.00	12.50		100,461.52
Brines, David M	Patrol Officer	36.95	80,698.80	1,350.00	17,514.24	15.00	13.00	12.50	3.00	99,563.04
McKinney, Mark A	Patrol Officer	36.95	80,698.80	1,350.00	17,514.24	20.00	13.00	12.50	3.00	99,563.04
Rinderer, Randall K	Sewer Collection Maint. Worker	37.49	77,979.20	1,516.00	18,279.12	20.00	13.00	12.50		97,774.32
McCoy, Kenneth	Patrol Officer	35.77	78,121.68	550.00	18,279.12	15.00	13.00	12.50	3.00	96,950.80
Heimbarger, Jacklyn	Director of Support Services	41.00	85,280.00	600.00	7,990.80	20.00	13.00	12.50		93,870.80
Speraneo, Breann	Director of Community Development	40.07	83,345.60	1,900.00	8,473.44	20.00	13.00	12.50		93,719.04
Horner, Robert S	Patrol Officer	38.26	83,559.84	1,350.00	7,926.00	20.00	13.00	12.50	3.00	92,835.84
Zimmer, William D	Water Reclamation Facility Sup	39.39	81,931.20	1,932.00	7,926.00	25.00	13.00	12.50		91,789.20
Kunz, Heather L	Patrol Officer	37.49	81,878.16	550.00	8,391.84	20.00	13.00	12.50	3.00	90,820.00
Clewis, Christopher M	Patrol Officer	36.95	80,698.80	1,350.00	8,180.88	20.00	13.00	12.50	3.00	90,229.68
Siriani, David	Patrol Officer	36.37	79,432.08	2,050.00	8,180.88	15.00	13.00	12.50	3.00	89,662.96
Biggs, Nathan	Patrol Officer	36.37	79,432.08	1,350.00	8,180.88	15.00	13.00	12.50	3.00	88,962.96
Bland, Shawn	Patrol Officer	36.37	79,432.08	1,350.00	7,926.00	15.00	13.00	12.50	3.00	88,708.08
Kingery, Jeremiah	Patrol Officer	36.37	79,432.08	1,350.00	7,926.00	15.00	13.00	12.50	3.00	88,708.08
Wiegand, Jason	Apprentice Lineman	38.10	79,248.00	0.00	8,045.76	15.00	13.00	12.50		87,293.76
Fahrenholtz, Reid	Apprentice Lineman	38.10	79,248.00	0.00	7,926.00	10.00	13.00	12.50		87,174.00
Grossmann, David	Apprentice Lineman	38.10	79,248.00	0.00	7,926.00	10.00	13.00	12.50		87,174.00
Sutton, Brad	Patrol Officer	35.77	78,121.68	550.00	7,926.00	15.00	13.00	12.50	3.00	86,597.68
Conrad, Clint	Street & Alley Supervisor	36.97	76,897.60	1,100.00	8,045.76	20.00	13.00	12.50		86,043.36
Zobrist, Shane	Patrol Officer	34.31	74,933.04	1,350.00	8,391.84	10.00	13.00	12.50	3.00	84,674.88
Bauer, Jordan	Date Control & Field Operations Mngr.	36.59	76,107.20	0.00	8,391.84	15.00	13.00	12.50		84,499.04
Kim, Angela	Library Director	35.29	73,403.20	0.00	9,400.92	20.00	13.00	12.00		82,804.12
Koehnemann, Bradley	Parks & Athletics Manager	29.91	62,212.80	800.00	17,882.76	25.00	13.00	12.50		80,895.56
Pugh II, Gary	Water Treatment Plant Supervisor	37.49	77,979.20	1,432.00	43.20	20.00	13.00	12.50		79,454.40
Hediger, Lana	Executive Assl/Deputy City Clerk	33.01	68,660.80	1,900.00	7,926.00	25.00	13.00	12.50		78,486.80
Neier, Daniel	Sewer Plant Operator	32.50	67,600.00	832.00	9,722.28	25.00	13.00	12.50		78,154.28
Buchmiller, Kevin	Street & Alley Equipment Operator	31.99	69,866.16	0.00	7,926.00	25.00	13.00	12.50		77,792.16
Stram, George	SCADA	32.17	66,913.60	0.00	9,722.28	20.00	13.00	12.50		76,635.88
Hempen, Anthony	Water Plant Operator	32.50	67,600.00	832.00	8,045.76	25.00	13.00	12.50		76,477.76
Steinmann, Timothy	Water Plant Operator	32.50	67,600.00	832.00	8,045.76	25.00	13.00	12.50		76,477.76
Leadbetter, Karen	Telecommunicator	28.86	63030.24	500.00	12943.08	25.00	13.00	12.50		76,473.32
Donoho, Ronald	Sewer Plant Operator	32.50	67,600.00	832.00	7,926.00	25.00	13.00	12.50		76,358.00
Krohn, Michael	Telecommunicator	26.69	58290.96	500.00	17416.92	10.00	13.00	12.50		76,207.88
Gaffner, Anthony	Power Plant Operator	31.89	66,331.20	0.00	9,665.52	25.00	13.00	12.50		75,996.72
Aegerter Jr., William	Street & Alley Equipment Operator	31.99	66,539.20	1,040.00	8,045.76	25.00	13.00	12.50		75,624.96
Daiber, Robert	Street & Alley Equipment Operator	31.99	66,539.20	1,040.00	8,045.76	25.00	13.00	12.50		75,624.96
Poettker, Lonie	Street & Alley Equipment Operator	31.99	66,539.20	1,040.00	8,045.76	25.00	13.00	12.50		75,624.96
Rutz, Tome	Water Distribution Maint. Worker	31.67	65,873.60	208.00	9,349.08	25.00	13.00	12.50		75,430.68
Rinderer, Marty	Water/Sewer Maintenance	32.50	67,600.00	208.00	7,584.00	20.00	13.00	12.50		75,392.00
Menz, Bradley	EMT Paramedic	27.28	63,835.20	0.00	11,170.80	25.00	13.00	12.50		75,006.00
Hemann, Troy	EMT Paramedic	27.28	63,835.20	0.00	11,089.08	25.00	13.00	12.50		74,924.28
Newingham, Nathan	Journeyman Line Clearance Trimmer	31.99	66,539.20	0.00	7,953.00	10.00	13.00	12.50		74,492.20
Ferris, Jesse	Journeyman Line Clearance Trimmer	31.99	66,539.20	0.00	7,926.00	10.00	13.00	12.50		74,465.20
Hollenkamp, Mike	Journeyman Line Clearance Trimmer	31.99	66,539.20	0.00	7,926.00	15.00	13.00	12.50		74,465.20
Schaake, Danielle	Water Treatment Plant Operator	31.67	65,873.60	540.00	8,045.76	5.00	13.00	12.50		74,459.36
McCaslin, Kelly	Power Plant Operator	31.89	66,331.20	0.00	8,045.76	25.00	13.00	12.50		74,376.96
Tebbe, Travis	Sewer Collection Maint. Worker	31.67	65,873.60	416.00	7,926.00	15.00	13.00	12.50		74,215.60
Jones Jr., Dale	Sewer Collection Maint. Worker	31.67	65,873.60	208.00	8,045.76	15.00	13.00	12.50		74,127.36

Illinois Public Act 97-0609 and Employee Compensation

In 2011 Public Act 97-0609 became law, effective January 1, 2012. That act amends the Illinois Open Meetings Act and the Illinois Pension Code and establishes new requirements for Illinois public bodies.

Among the law's requirements are the following:

All IMRF employers must post, within 6 days of the approval of a budget, the total compensation package for each employee having a total compensation package that exceeds \$75,000 per year; and

Any IMRF employer that approves an employee's total compensation package equal to or in excess of \$150,000 per year must post on its website, at least 6 days before the approval, the total compensation package for that employee.

"Total Compensation Package" for purposes of the Act means "payment by the employer to the employee for salary, health insurance, a housing allowance, a vehicle allowance, a clothing allowance, bonuses, loans, vacation days granted, and sick days granted."