

Village of Lake Zurich
 Budgeted Compensation For Full-Time Employees
 Fiscal Year 2026

Position Title	Base Salary	Other Wages	Total Wages	Health Insurance	Basic Life Insurance	Additional Life Insurance	Total Compensation Package	Sick Days	Vac. Days
Administration									
Village Manager	\$ 250,586	\$ 10,000	\$ 260,586	\$ 17,610	\$ 42	\$ 168	\$ 278,406	12	25
Assistant Village Manager	176,432	2,400	178,832	22,376	42	-	201,250	12	20
Assistant to the Village Manager	78,735	1,200	79,935	17,948	42	-	97,925	12	15
Human Resources Director	161,987	1,200	163,187	25,341	42	-	188,570	12	20
Community Development									
Community Development Director	\$ 161,987	\$ 1,200	\$ 163,187	\$ 25,341	\$ 42	\$ -	\$ 188,570	12	20
Building Supervisor	108,063	-	108,063	25,341	42	-	133,446	12	20
Planner	84,000	-	84,000	8,756	42	-	92,798	12	15
Permit Coordinator	67,551	-	67,551	8,756	42	-	76,349	12	16
Permit Coordinator	67,551	-	67,551	17,948	42	-	85,541	12	15
Finance									
Finance Director	\$ 161,987	\$ 1,200	\$ 163,187	\$ 10,916	\$ 42	\$ -	\$ 174,145	12	20
Assistant Finance Director	127,481	-	127,481	18,333	42	-	145,856	12	10
Senior Accountant	63,814	-	63,814	17,610	42	-	81,466	12	10
Senior Accountant	63,814	-	63,814	18,333	42	-	82,189	12	10
Accounts Receivable Clerk	60,060	-	60,060	10,916	42	-	71,018	12	15
Accounts Payable Clerk	59,340	-	59,340	20,730	42	-	80,112	12	15
Receptionist	58,160	-	58,160	-	42	-	58,202	12	15
Fire									
Fire Chief	\$ 176,432	\$ -	\$ 176,432	\$ 8,756	\$ 42	\$ -	\$ 185,230	12	25
Fire Deputy Chief	160,747	-	160,747	18,333	42	-	179,122	12	20
Fire Deputy Chief	160,747	-	160,747	17,948	42	-	178,737	12	25
Fire Captain / Training Captain	153,093	-	153,093	29,278	42	-	182,413	12	21
Fire Captain	153,093	-	153,093	18,333	42	-	171,468	6	5
Fire Captain	153,093	-	153,093	29,278	42	-	182,413	6	13
Fire Captain	153,093	-	153,093	25,341	42	-	178,476	6	13
Deputy Fire Marshal	109,545	-	109,545	22,376	42	-	131,963	12	15
Fire Prevention Specialist	64,584	-	64,584	18,333	42	-	82,959	12	15
Management Assistant	74,054	-	74,054	10,916	42	-	85,012	12	15
Fire Prevention Clerk	53,486	-	53,486	-	42	-	53,528	12	15
Fire Lieutenant	139,957	500	140,457	29,278	42	-	169,777	6	11
Fire Lieutenant	132,788	500	133,288	22,376	42	-	155,706	6	11
Fire Lieutenant	139,957	500	140,457	25,341	42	-	165,840	6	11

Position Title	Base Salary	Other Wages	Total Wages	Health Insurance	Basic Life Insurance	Additional Life Insurance	Total Compensation Package	Sick Days	Vac. Days
Fire Lieutenant	139,957	1,250	141,207	25,341	42	-	166,590	6	13
Fire Lieutenant	139,957	1,250	141,207	29,278	42	-	170,527	6	13
Fire Lieutenant	139,957	1,000	140,957	25,341	42	-	166,340	6	13
Fire Lieutenant	139,957	1,750	141,707	16,321	42	-	158,070	6	13
Fire Lieutenant	131,832	500	132,332	25,341	42	-	157,715	6	11
Fire Lieutenant	137,894	500	138,394	10,916	42	-	149,352	6	11
Fire Lieutenant	139,957	1,250	141,207	29,278	42	-	170,527	6	13
Fire Lieutenant	131,327	500	131,827	26,124	42	-	157,993	6	8
Fire Lieutenant	139,957	1,000	140,957	-	42	-	140,999	6	13
Firefighter Paramedic	99,487	-	99,487	17,948	42	-	117,477	6	5
Firefighter Paramedic	120,900	500	121,400	17,948	42	-	139,390	6	8
Firefighter Paramedic	84,771	-	84,771	8,756	42	-	93,569	6	5
Firefighter Paramedic	120,900	500	121,400	26,124	42	-	147,566	6	11
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	11
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	8
Firefighter Paramedic	98,015	-	98,015	8,756	42	-	106,813	6	5
Firefighter Paramedic	108,378	-	108,378	22,376	42	-	130,796	6	5
Firefighter Paramedic	113,932	-	113,932	25,341	42	-	139,315	6	5
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	8
Firefighter Paramedic	120,900	500	121,400	20,730	42	-	142,172	6	11
Firefighter Paramedic	120,900	1,750	122,650	25,341	42	-	148,033	6	13
Firefighter Paramedic	120,900	1,750	122,650	29,278	42	-	151,970	6	13
Firefighter Paramedic	99,487	-	99,487	14,124	42	-	113,653	6	5
Firefighter Paramedic	113,760	-	113,760	25,341	42	-	139,143	6	5
Firefighter Paramedic	82,283	-	82,283	-	42	-	82,325	6	5
Firefighter Paramedic	103,021	-	103,021	8,756	42	-	111,819	6	5
Firefighter Paramedic	82,283	-	82,283	8,756	42	-	91,081	6	5
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	8
Firefighter Paramedic	98,877	-	98,877	25,341	42	-	124,260	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	120,900	1,000	121,900	25,341	42	-	147,283	6	13
Firefighter Paramedic	103,589	-	103,589	8,756	42	-	112,387	6	5
Firefighter Paramedic	85,817	-	85,817	10,916	42	-	96,775	6	5
Firefighter Paramedic	120,900	1,000	121,900	25,341	42	-	147,283	6	13
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	8
Firefighter Paramedic	91,300	-	91,300	8,756	42	-	100,098	6	5
Firefighter Paramedic	120,900	500	121,400	25,341	42	-	146,783	6	8
Firefighter Paramedic	85,817	-	85,817	18,333	42	-	104,192	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5

Position Title	Base Salary	Other Wages	Total Wages	Health Insurance	Basic Life Insurance	Additional Life Insurance	Total Compensation Package	Sick Days	Vac. Days
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Firefighter Paramedic	82,283	-	82,283	18,333	42	-	100,658	6	5
Information Technology									
Information Technology Director	\$ 130,502	\$ 1,200	\$ 131,702	\$ 18,333	\$ 42	\$ -	\$ 150,077	12	20
Technology Coordinator	85,582	-	85,582	8,756	42	-	94,380	12	15
Parks and Recreation									
Recreation Director	\$ 161,987	\$ 1,200	\$ 163,187	\$ 22,376	\$ 42	\$ -	\$ 185,605	12	20
Recreation Supervisor	80,515	-	80,515	10,113	42	-	90,670	12	15
Recreation Supervisor	75,934	-	75,934	-	42	-	75,976	12	15
Recreation Supervisor	66,863	-	66,863	31,594	42	-	98,499	12	15
Police									
Police Chief	\$ 182,190	\$ 2,400	\$ 184,590	\$ 29,278	\$ 42	\$ -	\$ 213,910	12	20
Deputy Chief	160,747	-	160,747	25,341	42	-	186,130	12	23
Deputy Chief	160,747	-	160,747	29,278	42	-	190,067	12	25
Police Sergeant	137,327	-	137,327	31,594	42	-	168,963	12	25
Police Sergeant	141,439	-	141,439	8,756	42	-	150,237	12	16
Police Sergeant	139,317	-	139,317	25,341	42	-	164,700	12	16
Police Sergeant	145,788	-	145,788	25,341	42	-	171,171	12	25
Police Sergeant	139,317	-	139,317	29,278	42	-	168,637	12	16
Police Sergeant	139,860	-	139,860	29,278	42	-	169,180	12	25
Police Sergeant	142,083	-	142,083	31,594	42	-	173,719	12	25
Management Assistant	86,078	-	86,078	25,341	42	-	111,461	12	19
Administrative Aide	70,949	-	70,949	-	42	-	70,991	12	15
Records Clerk	65,603	-	65,603	17,610	42	-	83,255	12	15
Records Clerk	52,499	-	52,499	18,333	42	-	70,874	12	10
Records Supervisor	83,512	-	83,512	18,333	42	-	101,887	12	15
Records Coordinator	83,283	-	83,283	25,341	42	-	108,666	12	25
Patrol Officer	86,085	-	86,085	29,278	63	-	115,426	12	10
Patrol Officer	92,844	-	92,844	8,756	63	-	101,663	12	15
Patrol Officer	87,866	-	87,866	-	63	-	87,929	12	10
Patrol Officer	119,083	-	119,083	26,124	63	-	145,270	12	15
Patrol Officer	88,740	-	88,740	17,610	63	-	106,413	12	10
Patrol Officer	119,083	2,000	121,083	29,278	63	-	150,424	12	24
Patrol Officer	86,069	-	86,069	-	63	-	86,132	12	15

Position Title	Base Salary	Other Wages	Total Wages	Health Insurance	Basic Life Insurance	Additional Life Insurance	Total Compensation Package	Sick Days	Vac. Days
Patrol Officer	119,083	1,500	120,583	20,730	63	-	141,376	12	15
Patrol Officer	86,085	-	86,085	8,756	63	-	94,904	12	10
Patrol Officer	119,083	1,500	120,583	10,113	63	-	130,759	12	15
Patrol Officer	95,489	-	95,489	10,916	63	-	106,468	12	15
Patrol Officer	119,083	1,500	120,583	16,321	63	-	136,967	12	15
Patrol Officer	119,083	-	119,083	31,594	63	-	150,740	12	15
Patrol Officer	114,153	-	114,153	31,594	63	-	145,810	12	15
Patrol Officer	107,005	-	107,005	25,341	63	-	132,409	12	15
Patrol Officer	119,083	-	119,083	25,341	63	-	144,487	12	15
Patrol Officer	86,069	-	86,069	8,756	63	-	94,888	12	15
Patrol Officer	108,558	-	108,558	10,113	63	-	118,734	12	15
Patrol Officer	119,083	1,500	120,583	25,341	63	-	145,987	12	15
Patrol Officer	119,083	1,500	120,583	25,341	63	-	145,987	12	16
Patrol Officer	86,085	-	86,085	-	63	-	86,148	12	10
Patrol Officer	119,083	1,500	120,583	25,341	63	-	145,987	12	16
Patrol Officer	85,751	2,000	87,751	18,333	63	-	106,147	12	10
Patrol Officer	83,827	2,000	85,827	18,333	63	-	104,223	12	10

Public Works

Public Works Director	\$ 161,987	\$ -	\$ 161,987	\$ 25,341	\$ 42	\$ -	\$ 187,370	12	25
Assistant Director of PW	145,427	-	145,427	22,376	42	-	167,845	12	25
Superintendent - General Services	121,187	360	121,547	8,756	42	-	130,345	12	25
Superintendent - Utilities	125,953	360	126,313	10,916	42	-	137,271	12	25
Engineer	120,022	360	120,382	18,333	42	-	138,757	12	10
Supervisor - General Services	103,522	360	103,882	31,594	42	-	135,518	12	25
Operations Supervisor-Utilities	95,266	360	95,626	22,376	42	-	118,044	12	15
Project Manager	98,695	-	98,695	17,610	42	-	116,347	12	25
Fleet Manager	108,888	360	109,248	18,333	42	-	127,623	12	25
Office Manager	71,667	360	72,027	17,948	42	-	90,017	12	15
Arborist	95,430	360	95,790	8,759	42	-	104,591	12	25
Maint Worker 2	71,567	360	71,927	10,916	42	-	82,885	12	15
Maint Worker 2	90,834	360	91,194	14,124	42	-	105,360	12	25
Maint Worker 2	90,834	360	91,194	17,610	42	-	108,846	12	25
Maint Worker 2	81,221	360	81,581	25,341	42	-	106,964	12	15
Maint Worker 2	67,981	360	68,341	25,341	42	-	93,724	12	15
Maint Worker 2	72,348	360	72,708	25,341	42	-	98,091	12	15
Maint Worker 2	82,351	360	82,711	8,756	42	-	91,509	12	16
Maint Worker 2	88,779	360	89,139	25,341	42	-	114,522	12	24
Maint Worker 2	66,289	360	66,649	8,756	42	-	75,447	12	15
Maint Worker 2	67,108	360	67,468	17,948	42	-	85,458	12	15

Position Title	Base Salary	Other Wages	Total Wages	Health Insurance	Basic Life Insurance	Additional Life Insurance	Total Compensation Package	Sick Days	Vac. Days
Maint Worker 2	90,834	360	91,194	31,594	42	-	122,830	12	24
Maint Worker 2	60,861	360	61,221	18,333	42	-	79,596	12	10
Maint Worker 2	90,834	360	91,194	17,610	42	-	108,846	12	25
Maint Worker 2	62,565	360	62,925	17,948	42	-	80,915	12	10
Maint Worker 2	90,834	360	91,194	25,341	42	-	116,577	12	25
Maint Worker 2	62,565	360	62,925	25,341	42	-	88,308	12	10
Maint Worker 2	90,834	360	91,194	-	42	-	91,236	12	25
Maint Worker 2	90,834	360	91,194	25,341	42	-	116,577	12	20
Maint Worker 2	77,733	360	78,093	8,756	42	-	86,891	12	15
Maint Worker 2	62,303	360	62,663	18,333	42	-	81,038	12	10
Maint Worker 2	64,326	360	64,686	25,341	42	-	90,069	12	15
Maint Worker 2	84,418	360	84,778	31,594	42	-	116,414	12	17
Mechanic 2	99,133	360	99,493	25,341	42	-	124,876	12	16
Mechanic 1	60,861	360	61,221	18,333	42	-	79,596	12	10

Employee Pensions:

Illinois Municipal Retirement Fund (IMRF) - 6.97%

Police Pension (based on Base Wages) - 69.32%

Firefighters' Pension (based on Base Wages) - 48.70%