CITY OF WAUKEGAN
NON-UNION EMPLOYEES
APPENDIX A

Effective May 1, 2016	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Midpoint Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Maximum Step 16
Tier I	$111,427	$113,655	$115,928	$118,247	$120,612	$123,024	$125,485	$127,994	$130,554	$133,165	$135,829	$138,545	$141,316	$144,142	$147,025	$149,966
Corporation Counsel																
Director of Community Development																
Director of Finance and Administration																
Director of Public Works																
Tier II	$100,815	$102,831	$104,888	$106,985	$109,125	$111,308	$113,534	$115,804	$118,121	$120,483	$122,893	$125,350	$127,857	$130,415	$133,023	$135,683
City Collector																
City Engineer																
Director of Economic Development																
Director of Policy and Projects																
Building Commissioner																
Director of Communications																
Tier III	$84,897	$86,595	$88,326	$90,093	$91,895	$93,733	$95,607	$97,520	$99,470	$101,459	$103,489	$105,558	$107,669	$109,823	$112,019	$114,260
Assistant Finance Director																
Director of Human Resources																
Director of Information Technology																
Director of Risk Management																
Public Works Superintendent																
Water Plant Superintendent																
Tier IV	$74,285	$75,770	$77,286	$78,831	$80,408	$82,016	$83,656	$85,330	$87,036	$88,777	$90,552	$92,364	$94,211	$96,095	$98,017	$99,977
Assistant Director of Information Technology																
Human Resources Manager																
Public Relations/Marketing Director																
Telecommunications Manager																
Tier V	$63,672	$64,946	$66,245	$67,570	$68,921	$70,300	$71,706	$73,140	$74,602	$76,095	$77,616	$79,169	$80,752	$82,367	$84,014	$85,695
Communications & Utilities Technician																
Community Development Block Grant Director																
Special Projects Analyst																
Senior Accountant																
Senior Planner																
Telecommunications Supervisor																
Tier VI	$56,244	$57,369	$58,516	$59,687	$60,880	$62,098	$63,340	$64,607	$65,899	$67,217	$68,561	$69,932	$71,331	$72,758	$74,213	$75,697
Civil Engineer																
Code Enforcement Supervisor																
Deputy City Clerk																
Deputy City Treasurer																
Fire Department Master Mechanic																
GIS Analyst																
Human Resources Generalist																
Laboratory Supervisor																
Lakefront Development Coordinator																
Police Records Supervisor																
Staff Accountant																
Systems Analyst																
Tier VII	$48,815	$49,791	$50,787	$51,803	$52,839	$53,896	$54,974	$56,073	$57,195	$58,338	$59,505	$60,695	$61,909	$63,147	$64,410	$65,699
Animal Control Coordinator																
Compliance Coordinator																
Executive Secretary																
Office Supervisor																
Parking Lot Supervisor																
Finance Coordinator																
Property Evidence Manager																
Rehabilitation Coordinator																

CITY OF WAUKEGAN
SWORN EMPLOYEES
APPENDIX B

	Minimum					Maximum
Effective May 1, 2016	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Tier I	$135,829	$138,545	$141,316	$144,142	$147,025	$149,966
Fire Chief						
Police Chief						
Tier II	$122,893	$125,350	$127,857	$130,415	$133,023	$135,683
Deputy Fire Chief						
Deputy Police Chief						
Tier III	$112,019	$114,260	$116,545	$118,876	N/A	N/A
Fire Battalion Chief						
Fire Marshall/Battalion Chief						
Police Commander						

CITY OF WAUKEGAN ELECTED OFFICIALS APPENDIX C						
ELECTED OFFICIALS	5-01-13	5-01-14	5-01-15	5-01-16	5-01-17	5-01-18
MAYOR	$118,502	$118,502	$118,502	$118,502	TBD	TBD
CITY CLERK	$80,720	$80,720	$80,720	$80,720	TBD	TBD
TREASURER	$22,000	$22,000	$22,000	$22,000	TBD	TBD
ALDERMEN	$22,000	$22,000	$22,000	$22,000	$22,000	$22,000