

**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

**Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000**

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
BUILDING SERVICES	DIRECTOR	\$ 145,570.02						\$ 37,676.64	\$ 183,246.66	15	12		
BUILDING SERVICES	ELECTRICAL INSPECTOR	\$ 116,110.80	\$ 1,600.00					\$ 37,676.64	\$ 158,527.16	25	12		
BUILDING SERVICES	BUILDING & PROPERTY INSPECTOR	\$ 105,726.92	\$ 900.00					\$ 36,915.12	\$ 144,208.78	15	12		
BUILDING SERVICES	BUILDING & PROPERTY INSPECTOR	\$ 95,919.72						\$ 36,915.12	\$ 132,834.84	15	12		
BUILDING SERVICES	FIRE SAFETY INSPECTOR	\$ 93,339.48						\$ 36,915.12	\$ 133,330.86	10	12		
BUILDING SERVICES	BUILDING & PROPERTY INSPECTOR	\$ 92,669.88						\$ 36,915.12	\$ 130,929.46	10	12		
BUILDING SERVICES	PERMIT TECHNICIAN	\$ 90,769.90	\$ 900.00					\$ 36,915.12	\$ 131,661.28	17	12		
BUILDING SERVICES	PROPERTY MAINT & BUILDING INSP	\$ 88,834.14						\$ 36,915.12	\$ 127,093.72	10	12		
BUILDING SERVICES	PLAN REVIEWER	\$ 87,550.06						\$ 36,915.12	\$ 127,541.44	10	12		
BUILDING SERVICES	PERMIT TECHNICIAN	\$ 83,129.02	\$ 900.00					\$ 36,915.12	\$ 122,315.06	15	12		
BUILDING SERVICES	FIRE SAFETY INSPECTOR	\$ 116,110.80	\$ 1,000.00					\$ 16,133.52	\$ 136,320.58	17	12		
BUILDING SERVICES	PERMITS SUPERVISOR	\$ 112,728.98	\$ 900.00					\$ 8,000.88	\$ 122,974.32	15	12		
BUILDING SERVICES	ADMINISTRATIVE ASSISTANT	\$ 90,769.00	\$ 1,000.00					\$ 16,451.04	\$ 111,296.30	18	12		
BUILDING SERVICES	PLAN REVIEWER	\$ 92,083.16						\$ 16,133.52	\$ 111,292.94	10	12		
BUILDING SERVICES	ASSISTANT DIRECTOR	\$ 121,038.06						\$ -	\$ 124,177.78	17	12		
BUILDING SERVICES	FIRE SAFETY INSPECTOR	\$ 88,384.14						\$ 16,133.52	\$ 107,593.92	10	12		
BUILDING SERVICES	PERMIT TECHNICIAN	\$ 71,007.04						\$ 16,133.52	\$ 90,216.82	10	12		
BUILDING SERVICES	PLUMBING INSPECTOR	\$ 91,670.62						\$ -	\$ 94,746.88	10	12		
FINANCE	DIRECTOR	\$ 209,666.08	\$ 1,600.00					\$ 37,676.64	\$ 252,018.98	23	12		
FINANCE	ASSISTANT DIRECTOR	\$ 156,165.10	\$ 1,600.00					\$ 37,676.64	\$ 198,518.00	25	12		
FINANCE	ACCOUNTING MANAGER	\$ 129,063.22	\$ 900.00					\$ 36,915.12	\$ 169,954.60	15	12		
FINANCE	PAYROLL COORDINATOR	\$ 111,202.00	\$ 1,000.00					\$ 37,676.64	\$ 153,018.36	17	12		
FINANCE	VILLAGE CLERK	\$ 108,007.90	\$ 1,000.00					\$ 37,676.64	\$ 149,824.26	17	12		
FINANCE	CUSTOMER SERVICE SUPERVISOR	\$ 108,007.90	\$ 1,600.00					\$ 36,915.12	\$ 149,662.74	24	12		
FINANCE	FINANCIAL ASSISTANT	\$ 90,769.90	\$ 1,100.00					\$ 37,676.64	\$ 132,686.26	23	12		
FINANCE	CUSTOMER SUPPORT ASSISTANT	\$ 90,769.90	\$ 900.00					\$ 36,915.12	\$ 131,661.28	20	12		
FINANCE	ACCOUNTANT/BUDGET COORDINATOR	\$ 90,238.98	\$ 900.00					\$ 36,915.12	\$ 131,130.36	17	12		
FINANCE	WATER BILLING REP	\$ 69,094.48						\$ 47,756.88	\$ 118,195.82	10	12		
FINANCE	WATER BILLING REP	\$ 77,060.62	\$ 900.00					\$ 36,915.12	\$ 118,015.46	15	12		
FINANCE	ACCOUNTING ASSISTANT	\$ 74,988.16						\$ 36,915.12	\$ 114,979.54	15	12		
FINANCE	FINANCIAL ASSISTANT	\$ 71,007.04						\$ 36,915.12	\$ 110,998.42	10	12		
FINANCE	ADMINISTRATIVE ASSISTANT	\$ 49,992.28						\$ 37,676.64	\$ 90,808.64	5	0		
FINANCE	PURCHASING COORDINATOR	\$ 85,000.00						\$ 16,133.52	\$ 104,209.78	15	12		
FINANCE	ACCOUNT CLERK	\$ 60,083.14						\$ 16,133.52	\$ 78,116.84	10	12		
FIRE	FIRE CHIEF	\$ 174,715.06						\$ 36,915.12	\$ 214,706.44	15	12		
FIRE	FIRE BATTALION CHIEF	\$ 160,841.20	\$ 1,600.00					\$ 37,676.64	\$ 203,257.56			13	6
FIRE	FIRE BATTALION CHIEF	\$ 159,114.02	\$ 1,600.00					\$ 36,915.12	\$ 198,973.60			13	6
FIRE	FIRE DIVISION CHIEF	\$ 155,303.20	\$ 1,600.00					\$ 37,676.64	\$ 197,656.10	25	12		
FIRE	FIRE BATTALION CHIEF	\$ 150,920.12	\$ 1,100.00					\$ 36,915.12	\$ 188,935.24			10	6
FIRE	FIRE DIVISION CHIEF	\$ 148,410.08	\$ 1,600.00					\$ 36,915.12	\$ 190,001.46	25	12		
FIRE	DEPUTY FIRE CHIEF	\$ 174,665.14	\$ 1,600.00					\$ 22,802.16	\$ 202,143.56	25	12		
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 37,676.64	\$ 179,416.60			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 37,676.64	\$ 179,353.14			11	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 37,676.64	\$ 177,621.34			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 36,915.12	\$ 178,591.62			11	6

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**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 36,915.12	\$ 175,515.36			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 36,915.12	\$ 178,591.62			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,100.00					\$ 36,915.12	\$ 176,915.54			11	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,100.00					\$ 36,915.12	\$ 178,155.08			10	6
FIRE	FIRE DIVISION CHIEF	\$ 153,133.24	\$ 1,600.00					\$ 22,802.16	\$ 180,611.66	25	12		
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 37,676.64	\$ 161,880.94			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 37,676.64	\$ 163,612.74			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 37,676.64	\$ 161,936.66			11	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 37,676.64	\$ 161,936.66			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 37,676.64	\$ 161,836.66			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 37,676.64	\$ 160,603.22			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 36,915.12	\$ 161,119.42			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 36,915.12	\$ 162,851.22			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 36,915.12	\$ 161,675.14			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 36,915.12	\$ 162,351.22			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 36,915.12	\$ 161,175.14			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 36,915.12	\$ 159,274.96			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 36,915.12	\$ 161,175.14			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 36,915.12	\$ 161,075.14			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 36,915.12	\$ 162,251.22			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,975.14			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,419.42			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,975.14			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,975.14			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,419.42			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 36,915.12	\$ 160,419.42			8	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 37,676.64	\$ 160,792.52			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 37,676.64	\$ 160,792.52			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 37,676.64	\$ 159,616.44			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,100.00					\$ 37,676.64	\$ 159,116.44			11	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 36,915.12	\$ 158,854.92			12	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 36,915.12	\$ 158,854.92			11	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 22,802.16	\$ 163,302.58			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 22,802.16	\$ 163,302.58			12	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 22,802.16	\$ 163,302.58			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 22,802.16	\$ 164,478.66			12	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ 22,802.16	\$ 164,542.12			11	6
FIRE	FIRE II - PARAMEDIC	\$ 110,041.10						\$ 36,915.12	\$ 148,300.68			8	6
FIRE	FIRE II - PARAMEDIC	\$ 110,041.10						\$ 36,915.12	\$ 150,032.48			5	6
FIRE	FIRE II - PARAMEDIC	\$ 110,041.10						\$ 36,915.12	\$ 150,095.94			5	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,562.18			11	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 148,801.72			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,032.92			11	6

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Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,006.46			12	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,006.46			12	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,006.46			11	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,032.92			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,562.18			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 147,562.18			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 22,802.16	\$ 148,738.26			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 22,802.16	\$ 148,238.26			11	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 22,802.16	\$ 147,062.18			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 22,802.16	\$ 148,138.26			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 22,802.16	\$ 148,138.26			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 22,802.16	\$ 148,201.72			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 22,802.16	\$ 148,138.26			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 22,802.16	\$ 146,962.18			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 22,802.16	\$ 145,628.74			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 22,802.16	\$ 148,101.72			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 22,802.16	\$ 145,628.74			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 22,802.16	\$ 145,628.74			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 22,802.16	\$ 148,038.26			9	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 144,741.96			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 144,741.96			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 144,741.96			0	0
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 142,841.78			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 145,918.04			13	6
FIRE	FIRE- II- ENGINEER	\$ 118,439.62	\$ 1,600.00					\$ 22,802.16	\$ 142,841.78			13	6
FIRE	FIREFIGHTER- I	\$ 112,798.40	\$ 1,600.00					\$ 22,802.16	\$ 140,340.28				
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 16,451.04	\$ 142,387.14			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 16,451.04	\$ 141,950.60			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 16,451.04	\$ 140,511.06			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 16,451.04	\$ 141,750.60			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 16,451.04	\$ 140,511.06			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 16,133.52	\$ 139,764.28			10	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 16,133.52	\$ 141,469.62			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 16,133.52	\$ 141,369.62			8	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.50	\$ 1,100.00					\$ 8,000.88	\$ 148,001.56	20	12		
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,100.00					\$ 8,000.88	\$ 146,767.86			10	6
FIRE	FIRE II - PARAMEDIC	\$ 115,510.46						\$ 16,133.52	\$ 133,544.16			8	6
FIRE	FIRE II - PARAMEDIC	\$ 115,510.46						\$ 16,133.52	\$ 133,014.90			8	6
FIRE	FIRE II - PARAMEDIC	\$ 110,041.10						\$ 16,133.52	\$ 126,841.36			5	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,600.00					\$ 8,000.88	\$ 132,760.90			13	6
FIRE	FIRE LIEUTENANT SHIFT	\$ 137,000.24	\$ 1,600.00					\$ -	\$ 140,500.42			13	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ 8,000.88	\$ 130,360.72			11	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ 8,000.88	\$ 131,605.18			10	6

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(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ 8,000.88	\$ 132,060.90			8	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,100.00					\$ -	\$ 125,499.56			10	6
FIRE	FIRE II - PARAMEDIC	\$ 99,860.80						\$ 16,133.52	\$ 119,070.58			5	6
FIRE	FIRE II - PARAMEDIC	\$ 115,510.46						\$ 8,000.88	\$ 124,882.26			8	6
FIRE	FIRE II - PARAMEDIC	\$ 95,134.00						\$ 16,133.52	\$ 114,407.24			5	6
FIRE	ADMINISTRATIVE ANALYST	\$ 92,700.14						\$ 16,133.52	\$ 110,733.84	15	12		
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 1,000.00					\$ -	\$ 124,160.02			9	6
FIRE	FIRE II - PARAMEDIC	\$ 121,259.84	\$ 900.00					\$ -	\$ 122,826.58			8	6
FIRE	FIREFIGHTER- I	\$ 84,301.62						\$ 16,133.52	\$ 103,574.86			5	6
FIRE	FIREFIGHTER- I	\$ 76,518.52						\$ 16,133.52	\$ 95,728.30			5	6
FIRE	FIREFIGHTER- I	\$ 76,518.52						\$ 16,133.52	\$ 93,318.78			5	6
FIRE	FIRE II - PARAMEDIC	\$ 99,860.80						\$ -	\$ 99,860.80			5	6
FIRE	FIREFIGHTER- I	\$ 84,301.62						\$ -	\$ 87,441.34			5	6
HEALTH	DIRECTOR	\$ 171,251.86	\$ 1,600.00					\$ 22,802.16	\$ 197,554.20	25	12		
HEALTH	ENVIRONMNT HEALTH PRACTITIONER	\$ 124,817.16	\$ 1,600.00					\$ 37,676.64	\$ 165,438.26	25	12		
HEALTH	ENVIRONMNT HEALTH PRACTITIONER	\$ 124,817.16	\$ 1,100.00					\$ 36,915.12	\$ 165,908.54	22	12		
HEALTH	ADMINISTRATIVE ASSISTANT	\$ 72,696.52						\$ 36,915.12	\$ 112,687.90	10	12		
HEALTH	ENVIRONMNT HEALTH PRACTITIONER	\$ 124,817.16	\$ 1,600.00					\$ 8,000.88	\$ 135,762.50	23	12		
HEALTH	SOCIAL WKR-DISAB&GERIATIC SRV	\$ 84,505.84						\$ 16,133.52	\$ 102,539.54	10	12		
HEALTH	NURSING SUPERVISOR	\$ 112,934.12						\$ -	\$ 112,934.12	10	12		
HEALTH	ADMINISTRATIVE ASSISTANT	\$ 67,238.34						\$ 8,000.88	\$ 78,315.48	10	12		
HEALTH -SENIOR SERVICES	SENIOR CENTER MANAGER	\$ 124,620.08						\$ 16,133.52	\$ 143,893.32	16	12		
HEALTH -SENIOR SERVICES	PROGRAM COORDINATOR	\$ 72,969.52						\$ 36,915.12	\$ 112,960.90	15	12		
HEALTH -SENIOR SERVICES	ADMINISTRATIVE ASSISTANT	\$ 79,167.14	\$ 900.00					\$ 22,802.16	\$ 104,240.22	15	12		
HEALTH -SENIOR SERVICES	OFFICE ASSISTANT	\$ 78,928.72						\$ -	\$ 82,004.98	0	0		
HUMAN RESOURCES	DIRECTOR	\$ 142,000.04	\$ 1,100.00					\$ 36,915.12	\$ 183,091.42	22	12		
HUMAN RESOURCES	EMPLOYEE BENEFITS COORDINATOR	\$ 127,432.24	\$ 900.00					\$ 37,676.64	\$ 167,353.34	17	12		
HUMAN RESOURCES	ASSISTANT DIRECTOR	\$ 109,000.06						\$ 36,915.12	\$ 147,815.36	15	12		
HUMAN RESOURCES	HUMAN RESOURCES GENERALIST	\$ 77,146.16						\$ 36,915.12	\$ 114,061.28	10	12		
HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	\$ 90,769.90	\$ 1,100.00					\$ 16,451.04	\$ 110,221.12	20	12		
INFORMATION TECHNOLOGY	IT MANAGER	\$ 130,715.00	\$ 900.00					\$ 36,915.12	\$ 169,874.58	17	12		
INFORMATION TECHNOLOGY	PROGRAMMER	\$ 116,111.06	\$ 1,100.00					\$ 22,802.16	\$ 143,152.94	22	12		
INFORMATION TECHNOLOGY	NETWORK& SYSTEMS ADMINSTRATOR	\$ 117,320.06						\$ 16,133.52	\$ 136,593.30	10	12		
INFORMATION TECHNOLOGY	IT SUPPORT ANALYST	\$ 108,007.90	\$ 1,600.00					\$ 16,133.52	\$ 127,085.88	25	12		
INFORMATION TECHNOLOGY	INFORMATION TECHNOLOGY SPCLIST	\$ 94,205.02	\$ 900.00					\$ 22,802.16	\$ 119,807.36	15	12		
INFORMATION TECHNOLOGY	ENTERPRISE SYSTEM ANALYST	\$ 92,620.06						\$ -	\$ 95,696.32	15	12		
PLANNING	DIRECTOR	\$ 190,605.22	\$ 1,600.00	7200				\$ 37,676.64	\$ 240,221.58	25	12		
PLANNING	ASSISTANT DIRECTOR	\$ 140,000.12						\$ 36,915.12	\$ 178,259.70	15	12		
PLANNING	PLANNER II	\$ 132,935.00	\$ 1,600.00					\$ 37,676.64	\$ 173,556.10	25	12		
PLANNING	PLANNER II	\$ 132,935.00	\$ 1,600.00					\$ 37,676.64	\$ 175,351.36	25	12		
PLANNING	PLANNER II	\$ 132,890.00	\$ 900.00					\$ 22,802.16	\$ 158,492.34	15	12		
PLANNING	ADMINISTRATIVE ASSISTANT	\$ 90,769.90	\$ 1,000.00					\$ 37,676.64	\$ 131,346.72	20	12		
PLANNING	BUSINESS DEVELOPMENT MANAGER	\$ 132,935.14	\$ 1,000.00					\$ 16,133.52	\$ 151,968.84	17	12		
PLANNING	PLANNER II	\$ 132,935.00	\$ 1,000.00					\$ 16,133.52	\$ 151,968.70	17	12		
PLANNING	ADMINISTRATIVE ASSISTANT	\$ 74,988.16						\$ 16,133.52	\$ 91,788.42	10	12		

**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
PLANNING	PLANNER I	\$ 85,000.00						\$ 8,000.88	\$ 94,901.06	10	12		
PLANNING	ASSISTANT PLANNER	\$ 67,238.34						\$ 13,706.40	\$ 84,084.46	10	12		
POLICE	CHIEF OF POLICE	\$ 201,476.86	\$ 1,600.00			500		\$ 37,676.64	\$ 244,393.22	25	12		
POLICE	DEPUTY CHIEF OF POLICE	\$ 176,207.00	\$ 1,600.00			500		\$ 36,915.12	\$ 218,361.84	25	12		
POLICE	DEPUTY CHIEF OF POLICE	\$ 174,665.00	\$ 1,600.00			500		\$ 36,915.12	\$ 216,756.38	25	12		
POLICE	POLICE COMMANDER	\$ 160,850.54	\$ 1,100.00			500		\$ 37,676.64	\$ 200,793.92	20	12		
POLICE	POLICE COMMANDER	\$ 158,785.00	\$ 1,100.00			500		\$ 37,676.64	\$ 199,961.82	20	12		
POLICE	POLICE COMMANDER	\$ 158,785.00	\$ 1,100.00			500		\$ 36,915.12	\$ 198,644.58	20	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,600.00			500		\$ 37,676.64	\$ 189,078.98	24	12		
POLICE	DEPUTY CHIEF OF POLICE	\$ 175,777.00	\$ 1,600.00			500		\$ 22,802.16	\$ 203,755.42	23	12		
POLICE	POLICE COMMANDER	\$ 158,785.12	\$ 1,600.00			500		\$ 22,802.16	\$ 185,587.46	23	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,600.00			500		\$ 22,802.16	\$ 174,204.50	25	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,600.00			500		\$ 22,802.16	\$ 174,204.50	23	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,100.00			500		\$ 22,802.16	\$ 173,704.50	20	12		
POLICE	POLICE SERGEANT	\$ 146,226.00	\$ 1,100.00			500		\$ 22,802.16	\$ 171,999.08	22	12		
POLICE	RECORDS SUPERVISOR	\$ 116,110.80	\$ 1,100.00					\$ 36,915.12	\$ 157,202.18	20	12		
POLICE	POLICE SERGEANT	\$ 142,897.04	\$ 1,100.00			500		\$ 22,802.16	\$ 169,199.38	22	12		
POLICE	POLICE SERGEANT	\$ 142,896.00	\$ 1,100.00			500		\$ 22,802.16	\$ 169,198.34	20	12		
POLICE	POLICE SERGEANT	\$ 142,897.04	\$ 1,000.00			500		\$ 22,802.16	\$ 168,570.00	17	12		
POLICE	POLICE SERGEANT	\$ 142,897.04	\$ 1,000.00			500		\$ 22,802.16	\$ 169,099.38	20	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 37,676.64	\$ 155,373.28	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 37,676.64	\$ 155,373.28	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 37,676.64	\$ 155,309.82	15	12		
POLICE	POLICE SERGEANT	\$ 142,896.00	\$ 900.00			500		\$ 22,802.16	\$ 168,998.34	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 154,573.28	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 153,333.74	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 152,804.48	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 154,509.82	24	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 153,333.74	24	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 37,676.64	\$ 152,778.02	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,100.00		600	500		\$ 37,676.64	\$ 154,073.28	20	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,100.00		600	500		\$ 37,676.64	\$ 150,933.56	20	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,000.00		600	500	1500	\$ 36,915.12	\$ 154,648.30	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 36,915.12	\$ 152,816.50	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 36,915.12	\$ 154,611.76	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 36,915.12	\$ 154,548.30	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 36,915.12	\$ 152,572.22	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 36,915.12	\$ 152,042.96	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 36,915.12	\$ 152,572.22	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,000.00		600	500		\$ 36,915.12	\$ 153,148.30	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 36,915.12	\$ 151,872.22	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 36,915.12	\$ 153,048.30	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 36,915.12	\$ 151,872.22	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 36,915.12	\$ 151,872.22	15	12		

**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 36,915.12	\$ 150,638.78	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 150,416.50	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 150,972.22	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 150,972.22	13	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 150,972.22	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 150,416.50	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 36,915.12	\$ 152,148.30	15	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500	1500	\$ 36,915.12	\$ 145,305.22	10	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,600.00			500		\$ 16,451.04	\$ 167,853.38	25	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,600.00			500		\$ 16,449.60	\$ 166,146.60	25	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 36,915.60	\$ 146,945.42	10	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 36,915.12	\$ 146,944.94	10	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 36,915.12	\$ 145,705.40	10	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 36,915.12	\$ 146,944.94	15	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 36,915.12	\$ 143,805.22	10	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,000.00			500		\$ 16,451.04	\$ 164,177.12	17	12		
POLICE	POLICE SERGEANT	\$ 146,226.08	\$ 1,000.00			500		\$ 16,133.52	\$ 165,759.78	17	12		
POLICE	POLICE SERGEANT	\$ 142,897.04	\$ 1,100.00			500		\$ 16,133.52	\$ 162,530.74	20	12		
POLICE	OPERATIONS SUPPORT SUPERVISOR	\$ 101,299.64						\$ 37,676.64	\$ 142,052.54	10	12		
POLICE	POLICE COMMANDER	\$ 158,785.00	\$ 1,000.00			500		\$ 8,000.88	\$ 170,186.06	17	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ 36,915.12	\$ 139,518.70	10	12		
POLICE	VICTIM SERVICES COORDINATOR	\$ 92,456.00						\$ 36,915.12	\$ 130,715.58	15	12		
POLICE	POLICE OFFICER	\$ 91,446.94			50	500		\$ 36,915.12	\$ 130,812.24	10	12		
POLICE	ADMINISTRATIVE ASSISTANT	\$ 90,769.90	\$ 1,000.00					\$ 36,915.12	\$ 128,685.02	17	12		
POLICE	RECORDS CLERK	\$ 78,928.72	\$ 1,000.00					\$ 37,676.64	\$ 119,505.54	17	12		
POLICE	POLICE OFFICER	\$ 87,116.12			600	500		\$ 36,915.12	\$ 126,475.70	10	12		
POLICE	PUBLIC SERVICE OFFICER II	\$ 86,234.46	\$ 900.00					\$ 36,915.12	\$ 125,420.50	16	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500	1500	\$ 22,802.16	\$ 138,059.08	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,000.00		600	500	1500	\$ 22,802.16	\$ 140,598.80	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 22,802.16	\$ 139,259.26	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 22,802.16	\$ 138,703.54	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 22,802.16	\$ 139,259.26	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 22,802.16	\$ 140,435.34	16	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500	1500	\$ 22,802.16	\$ 138,730.00	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 22,802.16	\$ 138,459.26	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 22,802.16	\$ 138,459.26	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 22,802.16	\$ 138,459.26	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,100.00		600	500		\$ 22,802.16	\$ 137,430.00	20	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,000.00		600	500		\$ 22,802.16	\$ 139,035.34	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 22,802.16	\$ 137,759.26	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 22,802.16	\$ 138,935.34	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 22,802.16	\$ 138,998.80	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 22,802.16	\$ 137,203.54	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 22,802.16	\$ 138,935.34	15	12		

**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 22,802.16	\$ 138,035.34	15	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 22,802.16	\$ 138,035.34	15	12		
POLICE	ADMINIST SERVICES OFFICER II	\$ 81,655.34						\$ 36,915.12	\$ 120,470.64	15	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 22,802.16	\$ 130,359.00	14	12		
POLICE	PUBLIC SERVICE OFFICER II	\$ 104,384.28	\$ 1,600.00					\$ 22,802.16	\$ 131,862.70	25	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 74,988.16						\$ 36,915.12	\$ 112,570.02	15	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ 22,802.16	\$ 127,815.30	10	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 16,451.04	\$ 132,108.14	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,600.00		600	500		\$ 16,451.04	\$ 130,874.70	25	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 16,451.04	\$ 131,408.14	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 16,133.52	\$ 131,090.62	15	12		
POLICE	RECORDS CLERK	\$ 70,766.02						\$ 36,915.12	\$ 107,681.14	10	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 16,133.52	\$ 131,366.70	15	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 16,133.52	\$ 123,023.62	10	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 16,133.52	\$ 124,368.08	14	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 16,133.52	\$ 124,923.80	10	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 16,133.52	\$ 124,368.08	10	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 90,769.64	\$ 1,600.00					\$ 22,802.16	\$ 117,071.98	25	12		
POLICE	ADMINIST SERVICES OFFICER	\$ 90,769.20	\$ 1,600.00					\$ 22,802.16	\$ 115,171.36	25	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 89,522.94	\$ 1,600.00					\$ 22,802.16	\$ 117,001.36	25	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ 16,133.52	\$ 121,146.62	11	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ 16,133.52	\$ 121,146.62	10	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 85,254.00	\$ 1,600.00					\$ 22,802.16	\$ 112,732.42	24	12		
POLICE	POLICE OFFICER	\$ 95,995.12			450	500		\$ 16,133.52	\$ 116,154.90	10	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 8,000.88	\$ 124,134.06	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ 8,000.88	\$ 124,134.06	16	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ 8,000.88	\$ 123,234.06	15	12		
POLICE	RECORDS CLERK	\$ 78,928.72	\$ 1,600.00					\$ 22,802.16	\$ 106,470.60	25	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 90,769.64	\$ 1,600.00					\$ 16,451.04	\$ 110,720.86	25	12		
POLICE	POLICE OFFICER	\$ 91,446.94			600	500		\$ 16,133.52	\$ 111,820.18	10	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 90,769.64	\$ 1,100.00					\$ 16,451.04	\$ 109,665.14	22	12		
POLICE	POLICE OFFICER	\$ 105,790.10			600	500		\$ 8,000.88	\$ 118,030.70	10	12		
POLICE	ADMINIST SERVICES OFFICER	\$ 75,537.02	\$ 900.00					\$ 22,802.16	\$ 102,315.44	15	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 87,381.06	\$ 1,600.00					\$ 16,451.04	\$ 108,571.82	25	12		
POLICE	RECORDS CLERK	\$ 71,938.10	\$ 900.00					\$ 22,802.16	\$ 97,011.18	15	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 69,094.48						\$ 22,802.16	\$ 93,241.10	10	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,100.00		600	500		\$ -	\$ 116,333.18	20	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,100.00		600	500		\$ -	\$ 116,333.18	23	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 1,000.00		600	500		\$ -	\$ 114,501.38	17	12		
POLICE	POLICE OFFICER	\$ 111,056.92	\$ 900.00		600	500		\$ -	\$ 116,133.18	15	12		
POLICE	MANAGEMENT ANALYST I	\$ 80,006.16						\$ 16,133.52	\$ 99,279.40	10	12		
POLICE	POLICE OFFICER	\$ 111,056.92			600	500		\$ -	\$ 113,501.38	13	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 90,769.64	\$ 1,100.00					\$ 8,000.88	\$ 103,010.24	22	12		

**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
POLICE	PUBLIC SERVICE OFFICER	\$ 74,988.16						\$ 16,133.52	\$ 94,261.40	15	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ -	\$ 102,603.58	10	12		
POLICE	POLICE OFFICER	\$ 100,836.84			600	500		\$ -	\$ 101,936.84	10	12		
POLICE	ADMINISTRATIVE ASSISTANT	\$ 90,769.90	\$ 900.00					\$ -	\$ 93,570.08	17	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 69,094.48						\$ 8,000.88	\$ 78,995.54	10	12		
POLICE	POLICE OFFICER	\$ 82,989.92			300	500		\$ -	\$ 86,929.64	10	12		
POLICE	PUBLIC SERVICE OFFICER	\$ 67,238.34						\$ 8,000.88	\$ 78,315.48	10	12		
PUBLIC WORKS	DIRECTOR	\$ 189,447.96	\$ 900.00					\$ 37,676.64	\$ 229,924.78	22	12		
PUBLIC WORKS	VILLAGE ENGINEER	\$ 170,840.02	\$ 1,600.00					\$ 37,676.64	\$ 211,461.12	25	12		
PUBLIC WORKS	ASSISTANT DIRECTOR	\$ 165,243.00						\$ 36,915.12	\$ 203,529.04	17	12		
PUBLIC WORKS	SENIOR CIVIL ENGINEER	\$ 136,806.02	\$ 1,600.00					\$ 37,676.64	\$ 176,082.66	23	12		
PUBLIC WORKS	SUPERINTENDENT	\$ 136,166.94						\$ 36,915.12	\$ 173,082.06	15	12		
PUBLIC WORKS	FOREMAN II	\$ 132,935.14	\$ 1,600.00					\$ 37,676.64	\$ 174,111.96	24	12		
PUBLIC WORKS	LEAD AUTO TECH	\$ 132,934.88	\$ 900.00					\$ 37,676.64	\$ 172,855.98	25	12		
PUBLIC WORKS	FOREMAN II	\$ 132,935.14	\$ 1,000.00					\$ 36,915.12	\$ 173,989.98	17	12		
PUBLIC WORKS	CREW CHIEF	\$ 124,817.42	\$ 1,600.00					\$ 37,676.64	\$ 165,994.24	15	12		
PUBLIC WORKS	CREW CHIEF	\$ 124,817.42	\$ 1,600.00					\$ 36,915.12	\$ 166,472.26	25	12		
PUBLIC WORKS	AUTO TECH II	\$ 124,817.42						\$ 37,676.64	\$ 163,838.52	25	12		
PUBLIC WORKS	ENGINEERING INSPECTOR	\$ 119,754.96	\$ 1,600.00					\$ 36,915.12	\$ 160,170.26	25	12		
PUBLIC WORKS	FOREMAN II	\$ 118,365.00	\$ 900.00					\$ 37,676.64	\$ 158,286.10	16	12		
PUBLIC WORKS	FOREMAN I	\$ 118,578.98	\$ 1,000.00					\$ 36,915.12	\$ 157,838.56	17	12		
PUBLIC WORKS	ELECTRONICS TECHNICIAN	\$ 116,110.80	\$ 900.00					\$ 36,915.12	\$ 157,002.18	17	10		
PUBLIC WORKS	CREW CHIEF	\$ 113,764.04	\$ 900.00					\$ 36,915.12	\$ 153,479.34	17	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 37,676.64	\$ 149,184.46	25	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 37,676.64	\$ 150,424.00	24	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 37,676.64	\$ 148,655.20	24	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 37,676.64	\$ 147,951.02	23	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,100.00					\$ 37,676.64	\$ 146,784.28	22	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 36,915.12	\$ 148,422.94	25	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,100.00					\$ 36,915.12	\$ 147,922.94	23	12		
PUBLIC WORKS	WELDER	\$ 104,384.28	\$ 1,000.00					\$ 37,676.64	\$ 143,727.66	20	12		
PUBLIC WORKS	CREW CHIEF ELECTRICAL	\$ 132,934.88	\$ 1,600.00					\$ 22,802.16	\$ 160,413.30	25	12		
PUBLIC WORKS	SENIOR CIVIL ENGINEER	\$ 141,967.02	\$ 1,600.00					\$ 16,451.04	\$ 160,018.06	25	12		
PUBLIC WORKS	PUBLIC WORKS SERVICES COORD	\$ 129,063.22	\$ 1,600.00					\$ 22,802.16	\$ 155,365.56	25	12		
PUBLIC WORKS	ENGINEERING DATA COORDINATOR	\$ 98,548.06	\$ 1,100.00					\$ 37,676.64	\$ 140,400.96	20	12		
PUBLIC WORKS	CREW CHIEF	\$ 98,913.88	\$ 900.00					\$ 36,915.12	\$ 138,073.46	15	12		
PUBLIC WORKS	SUPERINTENDENT	\$ 126,299.94	\$ 1,000.00					\$ 22,802.16	\$ 152,002.28	19	20		
PUBLIC WORKS	PUMP OPERATOR	\$ 97,305.00	\$ 1,000.00					\$ 36,915.12	\$ 138,359.84	17	12		
PUBLIC WORKS	MAINTENANCE MECHANIC II	\$ 124,817.42	\$ 1,600.00					\$ 22,802.16	\$ 151,119.76	25	12		
PUBLIC WORKS	ELECTRICIAN II	\$ 124,817.42	\$ 1,100.00					\$ 22,802.16	\$ 150,064.04	21	12		
PUBLIC WORKS	CREW CHIEF	\$ 124,102.94	\$ 1,600.00					\$ 22,802.16	\$ 151,581.36	23	12		
PUBLIC WORKS	AUTO TECH II	\$ 124,817.94						\$ 22,802.16	\$ 149,520.28	20	12		
PUBLIC WORKS	STOREKEEPER SUPERVISOR	\$ 91,069.42	\$ 1,600.00					\$ 37,676.64	\$ 133,422.32	15	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 89,229.92	\$ 900.00					\$ 37,676.64	\$ 130,946.28	15	12		
PUBLIC WORKS	MANAGEMENT ANALYST II	\$ 91,281.06						\$ 36,915.12	\$ 129,540.64	12	12		



**Village of Arlington Heights**  
**EMPLOYEE TOTAL COMPENSATION PACKAGE**  
**2024**

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 89,665.98	\$ 1,000.00					\$ 36,915.12	\$ 128,925.56	17	12		
PUBLIC WORKS	ENGINEER	\$ 90,620.14						\$ 36,915.12	\$ 129,435.44	10	12		
PUBLIC WORKS	PUMP OPERATOR	\$ 86,829.08						\$ 36,915.12	\$ 126,820.46	14	12		
PUBLIC WORKS	CREW CHIEF	\$ 113,408.10	\$ 1,600.00					\$ 22,802.16	\$ 140,886.52	19	12		
PUBLIC WORKS	WATER SERVICE SUPERVISOR	\$ 124,817.42	\$ 1,600.00					\$ 16,451.04	\$ 142,868.46	25	12		
PUBLIC WORKS	ELECTRICIAN II	\$ 111,866.04	\$ 900.00					\$ 22,802.16	\$ 137,468.38	17	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 82,217.72	\$ 900.00					\$ 36,915.12	\$ 123,109.10	15	12		
PUBLIC WORKS	PUMP OPERATOR	\$ 82,217.72						\$ 36,915.12	\$ 120,503.76	10	12		
PUBLIC WORKS	PUMP OPERATOR	\$ 82,217.72						\$ 36,915.12	\$ 122,272.56	10	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 22,802.16	\$ 133,076.54	24	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 107,292.12	\$ 1,100.00					\$ 22,802.16	\$ 134,334.00	20	12		
PUBLIC WORKS	MAINTENANCE MECHANIC II	\$ 105,966.12	\$ 900.00					\$ 22,802.16	\$ 132,808.00	15	12		
PUBLIC WORKS	ADMINISTRATIVE ASSISTANT	\$ 77,167.14	\$ 900.00					\$ 36,915.12	\$ 118,058.52	17	12		
PUBLIC WORKS	ENGINEERING TECHNICIAN	\$ 104,384.28	\$ 1,600.00					\$ 22,802.16	\$ 131,862.70	25	12		
PUBLIC WORKS	FOREMAN II	\$ 129,062.96	\$ 1,600.00					\$ 8,000.88	\$ 141,803.56	25	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 69,094.48						\$ 36,915.12	\$ 106,009.60	10	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 69,094.48						\$ 36,915.12	\$ 106,009.60	10	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 16,451.04	\$ 127,958.86	25	12		
PUBLIC WORKS	ELECTRICIAN II	\$ 124,817.42	\$ 1,600.00					\$ 8,000.88	\$ 135,085.04	25	12		
PUBLIC WORKS	ADMINISTRATIVE SUPPORT COORDIN	\$ 108,007.90	\$ 1,100.00					\$ 16,451.04	\$ 128,698.66	21	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ 16,133.52	\$ 127,085.62	24	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 900.00					\$ 16,451.04	\$ 126,729.60	20	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 94,936.92	\$ 1,000.00					\$ 22,802.16	\$ 120,110.00	17	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,100.00					\$ 16,133.52	\$ 126,612.08	22	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 94,232.58	\$ 900.00					\$ 22,802.16	\$ 117,934.74	15	12		
PUBLIC WORKS	AUTO TECH II	\$ 95,013.36						\$ 22,802.16	\$ 120,891.78	10	12		
PUBLIC WORKS	AUTO TECH I	\$ 93,339.48						\$ 22,802.16	\$ 118,041.82	10	12		
PUBLIC WORKS	FOREMAN I	\$ 121,182.10	\$ 1,600.00					\$ 8,000.88	\$ 133,859.24	25	12		
PUBLIC WORKS	WATER METER TECHNICIAN	\$ 88,665.98	\$ 1,000.00					\$ 22,802.16	\$ 114,368.32	17	12		
PUBLIC WORKS	AUTO TECH I	\$ 116,110.80						\$ 8,000.88	\$ 125,482.60	25	12		
PUBLIC WORKS	PUMP OPERATOR	\$ 86,289.08						\$ 22,802.16	\$ 110,462.16	10	12		
PUBLIC WORKS	WATER METER TECHNICIAN	\$ 84,442.02	\$ 900.00					\$ 22,802.16	\$ 108,810.92	17	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 94,205.02	\$ 1,000.00					\$ 16,451.04	\$ 114,795.78	17	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 81,382.34	\$ 1,000.00					\$ 22,802.16	\$ 108,324.22	17	12		
PUBLIC WORKS	FOREMAN II	\$ 126,300.20						\$ -	\$ 129,376.46	15	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 91,697.58	\$ 900.00					\$ 16,451.04	\$ 110,948.80	15	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 91,967.58	\$ 900.00					\$ 16,133.52	\$ 109,667.84	15	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 90,769.04	\$ 1,100.00					\$ 16,451.04	\$ 108,986.82	22	12		
PUBLIC WORKS	UTILITY TECHNICIAN	\$ 91,069.42	\$ 900.00					\$ 16,133.52	\$ 111,179.20	15	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 89,579.88	\$ 1,600.00					\$ 16,451.04	\$ 110,707.18	23	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 77,060.36	\$ 900.00					\$ 22,802.16	\$ 103,902.24	15	12		
PUBLIC WORKS	MAINTENANCE MECHANIC I	\$ 88,617.88						\$ 16,133.52	\$ 107,827.66	10	12		
PUBLIC WORKS	FOREMAN II	\$ 118,000.00	\$ 1,000.00					\$ -	\$ 122,076.26	17	12		
PUBLIC WORKS	ADMINISTRATIVE ASSISTANT	\$ 79,302.08	\$ 900.00					\$ 16,451.04	\$ 98,024.04	17	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 108,007.64	\$ 1,600.00					\$ -	\$ 110,274.38	25	12		

**Village of Arlington Heights**  
EMPLOYEE TOTAL COMPENSATION PACKAGE  
2024

Total Compensation Package (TCP) for every employee whose TCP is in excess of \$75,000

(TCP 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.)

Employee Department	Position Title	Annual Salary	Longevity	Annual Vehicle Allowance	Clothing Allowance	Equipment Allowance	Detective Clothing Allowance	Annual Health Insurance	TCP	Vacation Days Granted or Part-time PTO Days Granted *	Sick Days Granted *	24 Hour Shift Vacation Days Granted *	24 Hour Shift Sick Days Granted *
PUBLIC WORKS	ELECTRICIAN I	\$ 77,321.92						\$ 16,133.52	\$ 96,531.70	10	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 77,060.36						\$ 16,133.52	\$ 95,094.06	10	12		
PUBLIC WORKS	STOREKEEPER	\$ 74,734.92	\$ 1,600.00					\$ 16,133.52	\$ 94,368.62	15	12		
PUBLIC WORKS	MAINTENANCE WORKER II	\$ 84,493.24	\$ 900.00					\$ 8,000.88	\$ 94,765.04	15	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 69,094.48						\$ 16,133.52	\$ 88,304.26	10	12		
PUBLIC WORKS	ENGINEER	\$ 84,912.88						\$ 8,000.88	\$ 94,258.22	10	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 67,238.34						\$ 16,133.52	\$ 86,448.12	10	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 67,238.34						\$ 16,133.52	\$ 83,371.86	10	12		
PUBLIC WORKS	CUSTODIAN	\$ 65,206.44						\$ 16,133.52	\$ 82,006.69	15	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 74,988.16						\$ 8,000.88	\$ 84,333.50	15	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 72,969.26						\$ 8,000.88	\$ 84,109.86	10	12		
PUBLIC WORKS	PUMP OPERATOR	\$ 86,829.08						\$ -	\$ 86,829.08	12	12		
PUBLIC WORKS	MAINTENANCE WORKER I	\$ 69,094.48						\$ 8,000.88	\$ 77,095.36	10	12		
PUBLIC WORKS	STORE CLERK	\$ 78,928.72						\$ -	\$ 78,928.72	0	0		
VILLAGE MANAGER'S OFFICE	VILLAGE MANAGER	\$ 281,701.16	\$ 900.00	7200				\$ 37,676.64	\$ 327,477.80	24	12		
VILLAGE MANAGER'S OFFICE	ASSISTANT VILLAGE MANAGER	\$ 178,803.04	\$ 1,100.00					\$ 16,133.52	\$ 196,036.56	23	12		
VILLAGE MANAGER'S OFFICE	ADMINISTRATIVE ASSISTANT	\$ 81,382.60	\$ 900.00					\$ 36,915.12	\$ 119,197.72	15	12		
VILLAGE MANAGER'S OFFICE	MANAGEMENT ANALYST II	\$ 89,762.92						\$ 16,133.52	\$ 105,896.44	10	12		
VILLAGE MANAGER'S OFFICE	COMMUNICATIONS & OUTREACH COOR	\$ 98,514.00						\$ 8,000.88	\$ 106,514.88	15	12		
VILLAGE MANAGER'S OFFICE	ADMINISTRATIVE ASSISTANT	\$ 79,191.58						\$ -	\$ 79,191.58	10	12		