

CITY OF HIGHLAND
TOTAL COMPENSATION PACKAGE May 1, 2025

NAME	POSITION	HOURLY RATE	ANNUAL SALARY	MISC. PAYMENTS	HEALTH INSURANCE		VACATION DAYS		SICK DAYS		HOLIDAY DAYS		COURT TIME	TOTAL BENEFIT PD	COMPENSATION	health insurance is medical, dental, vision & H.S.A. Cont.							Annual Benefit
					PAID	PAID	GRANTED	GRANTED	GRANTED	GRANTED	GRANTED	GRANTED				GRANTED	GRANTED	GRANTED	GRANTED	GRANTED	GRANTED	GRANTED	
Conrad, Christopher	City Manager	73.20	152,265.98	6,000.00	34,526.72	25.00	13.00	12.50							192,792.70	2465.36	93.56	14.24	12.40		H S A	3500.00	34526.72
Imming, Angela	Director of Information Systems	64.75	134,680.00	1,500.00	22,604.56	25.00	13.00	12.50							158,784.56	1561.38	93.56	14.24	6.20			2500.00	22604.56
Widman, Marie	Chief of Police	61.82	128,585.60	1,500.00	21,964.16	20.00	13.00	12.50							152,049.76	1561.38	62.26	8.64	6.20			2300.00	21964.16
Cook, Daniel	Director of Light & Power	61.67	128,273.60	1,500.00	23,970.40	25.00	13.00	12.50							153,744.00	1725.76	48.58	8.86	6.20			2500.00	23970.40
Feeny, Damian N.	Lieutenant	56.66	117,852.80	1,500.00	11,800.32	20.00	13.00	12.50					3.00		131,153.12	821.78	59.10	0.00	2.48			1200.00	11800.32
Gillespie III, Walter J.	Director of Public Works	56.11	116,708.80	1,500.00	25,608.96	25.00	13.00	12.50							143,817.76	2070.64	48.58	8.66	6.20			0.00	25608.96
Rosen, Mark D.	Director of Parks & Recreation	53.06	110,364.80	1,500.00	34,452.32	25.00	13.00	12.50							146,317.12	2465.36	93.56	14.24	6.20			3500.00	34452.32
Scarborough, Christopher	Lineman	52.30	108,784.00	0.00	34,144.56	10.00	13.00	12.50							142,928.56	2801.02	41.88	0.00	2.48			0.00	34144.56
Timmermann, Kyle	Lineman	52.30	108,784.00	0.00	34,050.48	10.00	13.00	12.50							142,834.48	2465.36	34.04	0.00	2.48			4027.92	34050.48
Schlaefter, Barkley	Lineman	52.30	108,784.00	0.00	23,929.56	15.00	13.00	12.50							132,713.56	1725.76	30.62	0.00	2.48			2823.24	23929.56
Wiegand, Jason	Lineman	52.30	108,784.00	0.00	23,929.56	15.00	13.00	12.50							132,713.56	1725.76	30.62	0.00	2.48			2823.24	23929.56
Grossmann, David	Lineman	52.30	108,784.00	0.00	21,729.84	10.00	13.00	12.50							130,513.84	1774.30	34.04	0.00	2.48			0.00	21729.84
Fahrenholtz, Reid	Lineman	52.30	108,784.00	0.00	11,363.80	10.00	13.00	12.50							120,167.80	821.78	12.32	0.00	2.48			1344.84	11363.80
Smith, Eric	Lineman	52.30	108,784.00	0.00	30,116.64	5.00	13.00	12.50							138,900.64	2465.36	41.88	0.00	2.48			0.00	30116.64
Cox, Gene	Electric Utility Foreman	52	108,160.00	0.00	13,010.04	25.00	13.00	12.50							121,170.04	821.78	24.64	0.00	2.48			2483.24	13010.04
McCoy, Kenneth	Police Sergeant	49.14	107,321.76	1,050.00	23,148.00	15.00	13.00	12.50					3.00		131,519.76	1867.42	59.10	0.00	2.48			0.00	23148
McClennahan, Brian D	Police Sergeant	49.14	107,321.76	1,750.00	18,300.00	25.00	13.00	12.50							127,371.76	1354.06	43.46	0.00	2.48			1500.00	18300
Athmer, Scott D	Police Sergeant	49.14	107,321.76	1,750.00	18,487.68	25.00	13.00	12.50							127,559.44	1354.06	59.10	0.00	2.48			1500.00	18487.68
Horner, Robert S	Police Sergeant	49.14	107,321.76	1,050.00	11,531.52	25.00	13.00	12.50							107,321.76	933.84	24.64	0.00	2.48			0.00	11531.52
Wilson, James	EMS Chief	49.11	102,148.80	1,500.00	23,148.00	20.00	13.00	12.50							126,796.80	1867.42	59.10	0.00	2.48			0.00	23148
Heimburger, Jacklyn	Director of Support Services	47.29	98,363.20	2,500.00	4,227.60	25.00	13.00	12.50							105,090.80	0.00	62.26	8.64	6.20			3300.00	4227.60
Ohren, Reanna	Director of Finance	47.29	98,363.20	1,500.00	4,668.00	20.00	13.00	12.50							104,531.20	0.00	93.56	14.24	6.20			3300.00	4668
McKinney, Mark A	Patrol Officer	42.98	93,868.32	1,300.00	24,948.00	20.00	13.00	12.50					3.00		120,116.32	1867.42	59.10	0.00	2.48			1800.00	24948
Brines, David M	Patrol Officer	42.98	93,868.32	1,300.00	24,948.00	20.00	13.00	12.50					3.00		120,116.32	1867.42	59.10	0.00	2.48			1800.00	24948
Clewis, Christopher M	Patrol Officer	42.98	93,868.32	1,300.00	11,386.80	25.00	13.00	12.50					3.00		106,555.12	821.78	24.64	0.00	2.48			1200.00	11386.80
Biggs, Nathan	Patrol Officer	42.38	92,557.92	1,300.00	11,531.52	15.00	13.00	12.50					3.00		105,389.44	933.84	24.64	0.00	2.48			0.00	11531.52
Kingerv, Jeremiah	Patrol Officer	42.38	92,557.92	1,300.00	10,186.80	15.00	13.00	12.50					3.00		104,044.72	821.78	24.64	0.00	2.48			0.00	10186.80
Sutton, Brad	Patrol Officer	42.38	92,557.92	1,300.00	11,531.52	15.00	13.00	12.50					3.00		105,389.44	933.84	24.64	0.00	2.48			0.00	11531.52
Kim, Angela	Library Director	44.05	91,622.54	0.00	16,800.00	20.00	13.00	12.00							108,422.54	1354.06	43.46	0.00	2.48			0.00	16800
Zobrist, Shane	Patrol Officer	41.07	89,696.88	1,300.00	24,760.32	10.00	13.00	12.50					3.00		115,757.20	1867.42	43.46	0.00	2.48			1800.00	24760.32
Streicher, Jacob	Patrol Officer	41.07	89,696.88	1,300.00	11,531.52	10.00	13.00	12.50					3.00		102,528.40	933.84	24.64	0.00	2.48			0.00	11531.52
Johns, Megan	Patrol Officer	41.07	89,696.88	500.00	11,531.52	10.00	13.00	12.50					3.00		101,728.40	933.84	24.64	0.00	2.48			0.00	11531.52
Rinderer, Randall K	Water/Sewer Supervisor	42.19	87,755.20	1,832.00	36,821.04	20.00	13.00	12.50							126,408.24	2958.14	93.56	14.24	6.20			0.00	36821.04
Conrad, Clint	Street & Alley Supervisor	42.19	87,755.20	3,080.00	31,709.76	25.00	13.00	12.50							122,544.96	2465.36	24.64	0.00	2.48			1800.00	31709.76
Donoho, Ronald	Water Reclamation Facility Supervisor	42.19	87,755.20	2,664.00	31,774.80	25.00	13.00	12.50							122,194.00	2465.36	24.64	5.42	2.48			1800.00	31774.80
Pugh II, Gary	Water Treatment Plant Supervisor	42.19	87,755.20	2,664.00	210.24	20.00	13.00	12.50							90,629.44	0.00	0.00	14.24	3.28			0.00	210.24
Koehnemann, Bradley	Director of Parks & Natural Resources	41.50	86,320.00	0.00	32,685.36	25.00	13.00	12.50							119,005.36	2465.36	93.56	8.66	6.20			1800.00	32685.36
Thole, Kent	Patrol Officer	39.45	86,158.80	500.00	738.96	5.00	13.00	12.50					3.00		87,397.76	0.00	59.10	0.00	2.48			0.00	738.96
Boesser, Christopher	Police Officer	39.45	86,158.80	500.00	29.76	5.00	13.00	12.50							86,688.56	0.00	0.00	0.00	2.48			0.00	29.76
Bauer, Jordan	Date Control & Field Operations Mng.	41.17	85,633.60	1,000.00	11,945.04	15.00	13.00	12.50							96,578.64	933.84	59.10	0.00	2.48			0.00	11945.04
Trullilo, Elijah	Patrol Officer	37.80	82,555.20	500.00	16,800.00	0.00	13.00	12.50							99,855.20	1354.06	43.46	0.00	2.48			0.00	16800
Bograd, Matthew	Patrol Officer	37.80	82,555.20	500.00	11,757.36	5.00	13.00	12.50							94,812.56	933.84	43.46	0.00	2.48			0.00	11757.36
Wiegand, Nicholas	Patrol Officer	37.80	82,555.20	1,300.00	11,531.52	5.00	13.00	12.50							95,386.72	933.84	24.64	0.00	2.48			0.00	11531.52
Kiran, Laura	Director of Recreation & Events	38.73	80,558.40	36,264.00	25.00	13.00	12.50								116,823.00	2801.01	93.56	0.00	2.48			1500.00	36264.00
Stram, George	SCADA	37.95	78,936.00	1,000.00	12,838.48	25.00	13.00	12.50							97,774.48	933.84	43.46	0.00	2.48			0.00	12838.48
Russell, Michael	System Administrator	37.95	78,936.00	0.00	11,675.28	15.00	13.00	12.50							90,611.28	933.84	36.62	0.00	2.48			0.00	11675.28
Hediger, Lana	Executive Asst/Deputy City Clerk	37.15	77,272.00	1,500.00	11,386.80	25.00	13.00	12.50							90,158.80	821.78	24.64	0.00	2.48			1200.00	11386.80
Neier, Daniel	Sewer Plant Operator	37.04	77,043.20	1,664.00	24,948.00	25.00	13.00	12.50							103,655.20	1867.42	59.10	0.00	2.48			1800.00	24948
Boetker, Lonie	Street & Alley Equipment Operator	37.04	77,043.20	2,080.00	19,194.72	25.00	13.00	12.50							98,317.92	1447.44	24.64	0.00	2.48			1500.00	19194.72
Hempen, Anthony	Water Plant Operator	37.04	77,043.20	1,664.00	19,338.48	25.00	13.00	12.50							98,045.68	1447.44	36.62	0.00	2.48			1500.00	