

CITY OF HIGHLAND
TOTAL COMPENSATION PACKAGE May 1, 2026

NAME	POSITION	HOURLY RATE	ANNUAL SALARY	MISC. PAYMENTS	HEALTH INSURANCE	VACATION DAYS	SICK DAYS	HOLIDAY DAYS	COURT TIME	TOTAL	health insurance is medical,dental, life & H.S.A. Cont.						Annual Benefit
					BENEFIT PD	Medical	Dental	Vision	Life	H S A							
Conrad, Christopher	City Manager	75.85	157,768.00	6,000.00	37,828.64	25.00	13.00	13.50		201,596.64	2290.54	100.2	18.48	14.00	8750.00	37828.64	
Cook, Daniel	Director Of Light & Power	63.83	132,766.40	1,500.00	22,840.24	25.00	13.00	13.50		157,106.64	1603.38	48.82	10.82	7.00	2800.00	22840.24	
Widman, Carole	Chief of Police	62.44	129,875.20	1,500.00	20,930.80	20.00	13.00	13.50		152,306.00	1450.66	66.68	11.56	7.00	2500.00	20930.8	
Gillespie III, Walter J.	Director of Public Works	58.07	120,785.60	1,500.00	24,027.84	25.00	13.00	13.50		146,313.44	1935.68	48.82	10.82	7.00	0.00	24027.84	
Scarborough, Christopher	Lineman	54.13	112,590.40	0.00	27,177.60	10.00	13.00	13.50		139,768.00	2262.00	0.00	0.00	2.80	0.00	27177.6	
Schlaefler, Barkley	Lineman	54.13	112,590.40	0.00	27,177.60	20.00	13.00	13.50		139,768.00	2262.00	0.00	0.00	2.80	0.00	27177.6	
Smith, Eric	Lineman	54.13	112,590.40	0.00	27,177.60	5.00	13.00	13.50		139,768.00	2262.00	0.00	0.00	2.80	0.00	27177.6	
Timmermann, Kyle	Lineman	54.13	112,590.40	0.00	27,177.60	15.00	13.00	13.50		139,768.00	2262.00	0.00	0.00	2.80	0.00	27177.6	
Athmer, Scott D	Deputy Chief	57.23	119,038.40	1,500.00	17,483.04	25.00	13.00	13.50	3.00	138,021.44	1265.82	63.30	0.00	2.80	1500.00	17483.04	
McCoy, Kenneth	Police Sergeant	49.63	108,391.92	1,600.00	23,541.84	15.00	13.00	13.50	3.00	133,533.76	1745.72	63.30	0.00	2.80	1800.00	23541.84	
McKinney, Mark A	Patrol Officer	49.63	108,391.92	1,600.00	23,541.84	20.00	13.00	13.50	3.00	133,533.76	1745.72	63.30	0.00	2.80	1800.00	23541.84	
Wiegand, Jason	Lineman	54.13	112,590.40	0.00	18,741.60	20.00	13.00	13.50		131,332.00	1559.00	0.00	0.00	2.80	0.00	18741.6	
Donoho, Ronald	Water Reclamation Facility Supervisor	43.67	90,833.60	2,664.00	36,141.84	25.00	13.00	13.50		129,639.44	2765.34	100.20	18.48	2.80	1500.00	36141.84	
Grossmann, David	Lineman	54.13	112,590.40	0.00	16,377.60	15.00	13.00	13.50		128,968.00	1362.00	0.00	0.00	2.80	0.00	16377.6	
McClenahan, Brian D	Police Sergeant	49.63	108,391.92	2,300.00	17,281.92	25.00	13.00	13.50	3.00	127,973.84	1265.82	46.54	0.00	2.80	1500.00	17281.92	
Conrad, Clint	Street & Alley Supervisor	43.67	90,833.60	3,080.00	30,744.24	20.00	13.00	13.50		124,657.84	2290.54	100.20	18.48	2.80	1800.00	30744.24	
Koehnemann, Bradley	Director of Parks & Natural Resources	42.95	89,341.20	1,500.00	32,994.45	25.00	13.00	13.50		123,835.65	2290.52	100.20	18.48	7.00	4000.00	32994.45	
Cox, Gene	Electric Utility Foreman	53.82	111,945.60	1,000.00	10,712.40	25.00	13.00	13.50		123,658.00	763.50	26.40	0.00	2.80	1200.00	10712.4	
Brines, David M	Patrol Officer	44.43	97,035.12	1,350.00	23,613.72	20.00	13.00	13.50	3.00	121,998.84	1745.72	69.29	0.00	2.80	1800.00	23613.72	
Horner, Robert S	Police Sergeant	49.63	108,391.92	1,600.00	10,826.16	25.00	13.00	13.50	3.00	120,818.08	872.98	26.40	0.00	2.80	0.00	10826.16	
Kim, Angela	Library Director	47.13	98,030.40	0.00	21,741.84	20.00	13.00	13.50		119,772.24	1745.72	63.30	0.00	2.80	0.00	21741.84	
Wilken, Laura	Director of Recreation & Events	40.09	83,377.94	1,500.00	34,692.24	25.00	13.00	13.50		119,570.18	2765.34	100.20	18.48	7.00	0.00	34692.24	
Zobrist, Shane	Patrol Officer	43.18	94,305.12	1,350.00	23,541.84	15.00	13.00	13.50	3.00	119,196.96	1745.72	63.30	0.00	2.80	1800.00	23541.84	
Clewis, Christopher M	Patrol Officer	47.93	104,679.12	1,350.00	11,067.84	20.00	13.00	13.50	3.00	117,096.96	872.98	46.54	0.00	2.80	0.00	11067.84	
Rutz, Torre	Public Works Supervisor	43.67	90,833.60	1,416.00	22,473.84	25.00	13.00	13.50		114,723.44	1751.34	100.20	18.48	2.80	0.00	22473.84	
Bauer, Jordan	Director of Fiber	46.63	96,990.40	1,000.00	11,155.20	20.00	13.00	13.50		109,145.60	763.50	63.30	0.00	2.80	1200.00	11155.2	
Imming, Angela	Director of Information Systems PT	64.68	73,993.92	1,000.00	32,994.64	0.00	13.00	13.50		107,988.56	2290.54	100.20	18.48	7.00	4000.00	32994.64	
Biggs, Nathan	Patrol Officer	43.83	95,724.72	1,350.00	10,826.16	15.00	13.00	13.50	3.00	107,900.88	872.98	26.40	0.00	2.80	0.00	10826.16	
Kingery, Jeremiah	Patrol Officer	43.83	95,724.72	1,350.00	10,712.40	20.00	13.00	13.50	3.00	107,787.12	763.50	26.40	0.00	2.80	1200.00	10712.4	
Nicklin, Stephanie	EMS Operations Manager	44.57	92,705.60	1,500.00	12,569.04	25.00	13.00	13.50		106,774.64	921.74	100.20	18.48	7.00	0.00	12569.04	
Sutton, Brad	Patrol Officer	43.18	94,305.12	1,350.00	10,826.16	20.00	13.00	13.50	3.00	106,481.28	872.98	26.40	0.00	2.80	0.00	10826.16	
Trujillo, Elijah	Patrol Officer	40.90	89,325.60	550.00	15,781.92	10.00	13.00	13.50	3.00	105,657.52	1265.82	46.54	0.00	2.80	0.00	15781.92	
Ohren, Reanna	Director of Finance	48.95	101,816.00	1,800.00	1,508.16	20.00	13.00	13.50		105,124.16	0.00	100.20	18.48	7.00	0.00	1508.16	
Litzenburg, Dean	SCADA	45.67	95,000.05	0.00	10,066.20	20.00	13.00	13.50		105,066.25	763.50	26.40	0.00	2.80	553.80	10066.2	
Streicher, Jacob	Patrol Officer	42.52	92,863.68	1,350.00	10,826.16	10.00	13.00	13.50	3.00	105,039.84	872.98	26.40	0.00	2.80	0.00	10826.16	
Heimbürger, Jacklyn	Director of Support Services	48.95	101,816.00	2,800.00	222.72	25.00	13.00	13.50		104,838.72	0.00	0.00	11.56	7.00	0.00	222.72	
Neier, Daniel	Sewer Plant Operator	38.15	79,352.00	1,664.00	23,541.84	25.00	13.00	13.50		104,557.84	1745.72	63.30	0.00	2.80	1800.00	23541.84	
Johns, Megan	Patrol Officer	42.52	92,863.68	550.00	10,826.16	10.00	13.00	13.50	3.00	104,239.84	872.98	26.40	0.00	2.80	0.00	10826.16	
McCaslin, Kelly	Power Plant Operator	41.20	85,696.00	0.00	18,222.00	25.00	13.00	13.50		103,918.00	1353.10	37.60	0.00	2.80	1500.00	18222	
Russell, Michael	Director Fiber Tech & Inno	43.72	90,937.60	1,000.00	10,851.36	20.00	13.00	13.50		102,788.96	872.98	26.40	0.00	4.90	0.00	10851.36	
Wiegand, Nicholas	Patrol Officer	40.90	89,325.60	1,350.00	10,826.16	10.00	13.00	13.50	3.00	101,501.76	872.98	26.40	0.00	2.80	0.00	10826.16	
Kuhn, Scott	Facilities & Equip. Maint. Supervisor	43.46	90,396.80	0.00	10712.40	15.00	13.00	13.50		101,109.20	763.50	26.40	0.00	2.80	1200.00	10712.4	
Bograd, Matthew	Patrol Officer	40.90	89,325.60	550.00	11,067.84	10.00	13.00	13.50	3.00	100,943.44	872.98	46.54	0.00	2.80	0.00	11067.84	
Flake, Christopher	Chief Deputy Clerk	30.53	63,502.40	1,800.00	33,977.28	20.00	13.00	13.50		99,279.68	2765.34	63.30	0.00	2.80	0.00	33977.28	
Hempfen, Anthony	Water Plant Operator	38.15	79,352.00	1,664.00	18,222.00	25.00	13.00	13.50		99,238.00	1353.10	37.60	0.00	2.80	1500.00	18222	
Stram, George	SCADA	39.28	81,702.40	500.00	16,722.00	25.00	13.00	13.50		98,924.40	1353.10	37.60	0.00	2.80	0.00	16722	
Gilomen, Dustin	Journeyman Lineman	37.89	78,811.20	0.00	18,741.60	15.00	13.00	13.50		97,552.80	1559.00	0.00	0.00	2.80	0.00	18741.6	
Buskirk, Aaron	Patrol Officer	39.25	85,722.00	550.00	10,826.16	10.00	13.00	13.50	3.00	97,098.16	872.98	26.40	0.00	2.80	0.00	10826.16	
Klein, Bret	Street & Alley Equipment Operator	38.15	79,352.00	416.00	17,281.92	15.00	13.00	13.50		97,049.92	1265.82	46.54	0.00	2.80	1500.00	17281.92	
Turan, Enna	Police Officer	39.25	85,722.00	550.00	10,712.40	5.00	13.00	13.50	3.00	96,984.40	763.50	26.40	0.00	2.80	1200.00	10712.4	
Schaae, Danielle	Water Treatment Plant Operator	37.29	77,563.20	1,664.00	17,281.92	10.00	13.00	13.50		96,509.12	1265.82	46.54	0.00	2.80	1500.00	17281.92	
Zimmer, Austin	Water Plant Operator	37.29	77,563.20	1,664.00	16,722.00	5.00	13.00	13.50		95,949.20	1353.10	37.60	0.00	2.80	0.00	16722	
Newingham, Nathan	Journeyman Line Clearance Trimmer	38.02	79,081.60	0.00	16,270.80	15.00	13.00	13.50		95,352.40	1353.10	0.00	0.00	2.80	0.00	16270.8	
Pugh II, Gary	Water Treatment Plant Supervisor	43.67	90,833.60	2,664.00	1,457.76	20.0											

Leadbetter, Karen	Civilian Police Aide	33.46	69,596.80	1750.00	16722.00	25.00	13.00	13.50	88,068.80	1353.10	37.60	0.00	2.80	0.00	16722
Dragoy, Dylan	Service/Fiber Technician	34.21	71,156.80	0.00	16,270.80	5.00	13.00	13.50	87,427.60	1353.10	0.00	0.00	2.80	0.00	16270.8
Hellmann, Ryan	Street & Alley Equipment Operator	36.76	76,460.80	0.00	10,712.40	10.00	13.00	13.50	87,173.20	763.50	26.40	0.00	2.80	1200.00	10712.4
Winkeler, Nicholas	Street & Alley Equipment Operator	36.72	76,377.60	0.00	10,712.40	15.00	13.00	13.50	87,090.00	763.50	26.40	0.00	2.80	1200.00	10712.4
Glowacki, Cole	Patrol Officer	34.63	75,631.92	0.00	10,826.16	0.00	13.00	13.50	86,458.08	872.98	26.40	0.00	2.80	0.00	10826.16
Donaldson, Jordan	Water & Sewer Sup Staff	33.17	68,993.60	0.00	16,722.00	5.00	13.00	13.50	85,715.60	1353.10	37.60	0.00	2.80	0.00	16722
Kuhn, Amanda	Patrol Officer	34.63	75,631.92	0.00	9,512.40	0.00	13.00	13.50	85,144.32	763.50	26.40	0.00	2.80	0.00	9512.4
Mettler, Andrew	Service Technician II	36.36	75,628.80	0.00	9,513.60	15.00	13.00	13.50	85,142.40	790.00	0.00	0.00	2.80	0.00	9513.6
Zobrist, Dawn	Payroll Coordinator	31.45	65,416.00	1,500.00	18,222.00	15.00	13.00	13.50	85,138.00	1353.10	37.60	0.00	2.80	1500.00	18222
Leitschuh, Chase	Street Maintenance Worker	35.61	74,068.80	0.00	10,712.40	10.00	13.00	13.50	84,781.20	763.50	26.40	0.00	2.80	1200.00	10712.4
Berberich, Brian	Water Reclamation Facility Operator	35.41	73,652.80	416.00	10,712.40	10.00	13.00	13.50	84,781.20	763.50	26.40	0.00	2.80	1200.00	10712.4
Sirko, Dominic	Power Plant Operator	35.14	73,091.20	0.00	10,712.40	10.00	13.00	13.50	83,803.60	763.50	26.40	0.00	2.80	1200.00	10712.4
Isaak, Trevor	Water Distribution Maint. Worker	34.77	72,321.60	561.60	10,712.40	10.00	13.00	13.50	83,595.60	763.50	26.40	0.00	2.80	1200.00	10712.4
Price, Steven	Electric Locator/Inventory	35.17	73,153.60	0.00	9,513.60	15.00	13.00	13.50	82,667.20	790.00	0.00	0.00	2.80	0.00	9513.6
Grapperhaus, Cody	Water & Sewer Sup Staff	34.28	71,302.40	0.00	10,712.40	0.00	13.00	13.50	82,014.80	763.50	26.40	0.00	2.80	1200.00	10712.4
Hummert, Ryan	Natural Resource Manager	33.25	69,160.00	750.00	10,826.16	20.00	13.00	13.50	80,736.16	872.98	26.40	0.00	2.80	0.00	10826.16
Hanford, Andrew	Paramedic	29.66	69,404.40	0.00	10,826.16	15.00	13.00	13.50	80,230.56	872.98	26.40	0.00	2.80	0.00	10826.16
Krump, Kelsey	Accounting Clerk	29.30	60,944.00	1,500.00	17,040.24	15.00	13.00	13.50	79,484.24	1265.82	26.40	0.00	2.80	1500.00	17040.24
Emig, Cindy	Utility Billing	31.11	64,708.80	1,500.00	11,155.20	15.00	13.00	13.50	77,364.00	763.50	63.30	0.00	2.80	1200.00	11155.2
Cripps, Dave	Paramedic	28.39	66,432.60	0.00	10,826.16	10.00	13.00	13.50	77,258.76	872.98	26.40	0.00	2.80	0.00	10826.16
Davis, Jaiden	Paramedic	28.39	66,432.60	0.00	10,826.16	15.00	13.00	13.50	77,258.76	872.98	26.40	0.00	2.80	0.00	10826.16

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."