

TOTAL COMPENSATION REPORT Fiscal Year 2019-2020

Note: This report provides budgeted salaries for FY2019/20, which are not the same as annual salaries because annual salaries are based on 26 pay periods, but the City pays based on actual days worked. There are 26.143 pay periods of 14 days each budgeted because FY2019/20 includes a leap day. Some calculations may not be precise to the day (for example, longevity calculations) because the effort required to create more precise calculations does not significantly increase the accuracy of the budget.

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Name	Title	Total Compensation	Salary	Health Insurance	Vehicle Perquisite	Clothing Allowance	Bonuses	Vacation Days	Sick Days	Not included in Total	
										IMRF	FICA
CAROL MITTEN	CITY ADMINISTRATOR	168,847	160,992	7,105	750	-	-	20	12	15,405	12,316
BRYANT SERAPHIN	POLICE CHIEF	157,303	154,747	1,355	-	1,201	-	25	12	-	2,226
ROBERT FITZGERALD	DEPUTY POLICE CHIEF	150,222	133,665	15,355	-	1,201	-	25	12	-	1,921
ELIZABETH HANNAN	FINANCE DIRECTOR	146,037	138,932	7,105	-	-	-	25	12	13,324	10,628
CHARLES LAUSS	FIRE CHIEF	136,249	134,895	1,355	-	-	-	20	12	-	1,956
JOHN SCHNEIDER	COMMUNITY DEVELOPMENT DIRECTOR	131,394	124,289	7,105	-	-	-	24	12	11,919	9,508
JAMES SIMON	CITY ATTORNEY	130,296	119,735	10,561	-	-	-	24	12	11,483	9,160
TODD RENT	HUMAN RESOURCES DIRECTOR	129,382	114,026	15,355	-	-	-	20	12	10,935	8,723
CHAD HENSCH	FIRE DIVISION CHIEF	128,996	113,454	15,353	-	189	-	13	6	-	1,583
JASON NORTON	POLICE LIEUTENANT	128,600	112,043	15,355	-	1,201	-	25	12	-	1,607
SANFORD HESS	INFORMATION TECHNOLOGY MANAGER	128,581	113,225	15,355	-	-	-	24	12	10,858	8,662
BRIAN WILLFONG	POLICE SERGEANT	123,002	106,446	15,355	-	1,201	-	18	10	-	1,450
JOEL SANDERS	POLICE LIEUTENANT	120,350	112,043	7,105	-	1,201	-	25	12	-	1,607
VINCENT GUSTAFSON	DEPUTY PW DIRECTOR FOR OPERATIONS	120,299	104,944	15,355	-	-	-	25	12	10,064	8,028
MICHELLE GOUGH	ASSISTANT CITY ATTORNEY	119,494	104,139	15,355	-	-	-	24	12	9,985	7,965
CRAIG SHONKWILER	INTERIM ASST CITY ENGINEER - TRANSPORTATION	118,660	103,307	15,353	-	-	-	24	12	9,907	7,903
ANDREW CHARLES	POLICE SERGEANT	118,271	109,965	7,105	-	1,201	-	18	8	-	1,498
RICHARD SURLS	POLICE LIEUTENANT	117,674	115,118	1,355	-	1,201	-	25	12	-	1,652
DERRICK ODLE	FIRE DIVISION CHIEF	117,459	110,165	7,105	-	189	-	13	6	-	1,537
KYLE HENSCH	FIRE DIVISION CHIEF	117,459	110,165	7,105	-	189	-	13	6	-	1,537
ZACHERY MIKALIK	POLICE SERGEANT	115,085	98,528	15,355	-	1,201	-	15	8	-	1,341
DAVID WISHER	FIRE CAPTAIN	114,107	96,795	15,355	-	189	1,768	14	6	-	1,350
JAMES KOKER	POLICE SERGEANT	113,872	105,566	7,105	-	1,201	-	18	8	-	1,438
BRADLEY BENNETT	INTERIM ASST CITY ENGINEER - DEVEL & DRAINAGE	112,303	105,198	7,105	-	-	-	25	12	10,089	8,048
ANDREW HEWKIN	POLICE SERGEANT	112,113	103,807	7,105	-	1,201	-	18	8	-	1,413
DAVID SMYSOR	POLICE SERGEANT	112,113	103,807	7,105	-	1,201	-	18	8	-	1,413
MATTHEW BAIN	POLICE SERGEANT	111,718	103,250	7,267	-	1,201	-	22	8	-	1,438
CURTIS BORMAN	ASSISTANT CITY ATTORNEY	111,469	104,364	7,105	-	-	-	24	12	10,171	8,114
LORRIE PEARSON	DEPUTY COMMUNITY DEVELOPMENT DIRECTOR	110,636	103,531	7,105	-	-	-	24	12	9,929	7,920
MARK CLAPP	FIRE LIEUTENANT	110,626	92,918	15,353	-	189	2,166	14	6	-	1,296
TIMMY MCNAUGHT	POLICE SERGEANT	108,562	106,006	1,355	-	1,201	-	18	8	-	1,444
JAMES KINGSTON	FIRE LIEUTENANT	108,557	91,316	15,355	-	189	1,696	14	6	-	1,273
TROY ROBERTS	FIRE LIEUTENANT	108,178	91,316	15,355	-	189	1,318	14	6	-	1,273
PHILLIP EDWARDS	FIRE MARSHAL	106,941	99,647	7,105	-	189	-	25	12	-	1,442
MATTHEW ENNIS	FIRE LIEUTENANT	106,576	89,714	15,355	-	189	1,318	13	6	-	1,251
CLINTON WEIDERT	FIRE CAPTAIN	106,375	95,624	10,561	-	189	-	14	6	-	1,334
JAY LOSCHEN	POLICE SERGEANT	106,363	103,807	1,355	-	1,201	-	18	8	-	1,413
BRANDON BOYS	ECONOMIC DEVELOPMENT MANAGER	105,401	98,296	7,105	-	-	-	24	12	9,427	7,520
RYAN MCCARTY	FIRE LIEUTENANT	105,049	88,656	15,355	-	189	848	14	6	-	1,236
MATTHEW MCKINNEY	POLICE SERGEANT	105,012	93,250	10,561	-	1,201	-	10	8	-	1,029

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										IMRF	FICA
MARK ASHBY	FIRE LIEUTENANT	104,401	88,857	15,355	-	189	-	14	6	-	1,236
MATTHEW QUINLEY	POLICE OFFICER	101,056	84,500	15,355	-	1,201	-	18	8	-	1,147
SHEILA DODD	GRANTS MANAGER	100,687	93,582	7,105	-	-	-	16	12	8,974	7,159
GENE MYERS	FIRE LIEUTENANT	100,483	89,714	9,921	-	189	659	12	6	-	1,251
LEE BUXTON	FIRE LIEUTENANT	100,307	91,316	7,105	-	189	1,696	14	6	-	1,273
MICHAEL WALLACE	FIRE LIEUTENANT	99,269	91,316	7,105	-	189	659	14	6	-	1,273
MICHAEL PERKINS	ELECTRICAL SUPERVISOR	98,944	87,924	10,561	-	459	-	25	12	8,432	6,691
RHONDA FOSTER	FIRE ENGINEER	98,863	80,304	15,355	-	189	3,014	12	6	-	1,120
FREDERICK WESTHOFF	FIRE LIEUTENANT	98,610	91,316	7,105	-	189	-	14	6	-	1,273
TRENT SHORT	FIRE LIEUTENANT	98,610	91,316	7,105	-	189	-	13	6	-	1,273
BRIAN HOUSKA	FIRE CAPTAIN	98,533	93,976	1,355	-	189	3,014	14	6	-	1,311
SEAN ROBERTS	FIRE ENGINEER	97,841	82,297	15,355	-	189	-	14	6	-	1,147
WILLIAM MORFEY	FIRE ENGINEER	97,003	86,253	10,561	-	189	-	14	6	-	1,203
ELIZABETH BEATY	ADMINISTRATIVE SERVICES MANAGER	95,409	88,297	7,113	-	-	-	25	12	8,468	6,755
CHAD BURNETT	POLICE OFFICER	95,327	78,771	15,355	-	1,201	-	15	8	-	1,068
MICHAEL CERVANTES	POLICE INVESTIGATOR	95,000	78,444	15,355	-	1,201	-	20	10	-	1,088
THOMAS LONG	FIRE ENGINEER	94,864	86,253	7,105	-	189	1,318	14	6	-	1,203
ELIZABETH BORMAN	ASSISTANT HUMAN RESOURCES MANAGER	94,115	87,010	7,105	-	-	-	24	12	7,647	6,100
TIMOTHY BELANGEE	FIRE ENGINEER	94,029	83,279	10,561	-	189	-	13	6	-	1,161
SUSANNE ROBINSON	POLICE OFFICER	93,895	77,339	15,355	-	1,201	-	18	8	-	1,049
GREGORY SMITH	FIRE LIEUTENANT	93,519	91,316	1,355	-	189	659	14	6	-	1,273
ROY LANE	FIRE ENGINEER	93,510	77,965	15,355	-	189	-	12	6	-	1,087
TRISTAN THOMAS	FIREFIGHTER	93,412	77,867	15,355	-	189	-	13	6	-	1,085
SHAWN FLUNO	NETWORK ADMINISTRATOR	93,091	85,978	7,113	-	-	-	25	12	8,245	6,577
GREGORY RITCHIE	FIRE ENGINEER	92,719	84,766	7,105	-	189	659	14	6	-	1,182
CHRISTOPHER WHELCHER	POLICE OFFICER	92,463	75,907	15,355	-	1,201	-	10	8	-	1,029
KRISTINE FRANCISCO	FINANCIAL SERVICES MANAGER	92,062	90,707	1,355	-	-	-	25	12	8,000	6,381
MARK STEWART	FIRE ENGINEER	92,060	84,766	7,105	-	189	-	14	6	-	1,182
THOMAS RUSHING	FIRE ENGINEER	92,060	84,766	7,105	-	189	-	14	6	-	1,182
JASON RUSHING	FIREFIGHTER	91,996	76,451	15,355	-	189	-	12	6	-	1,066
MATTHEW FRAZIER	FIRE ENGINEER	91,902	81,791	9,921	-	189	-	13	6	-	1,140
JENNIFER DIFANIS	POLICE OFFICER	91,382	83,068	7,113	-	1,201	-	18	8	-	1,413
JAMES KERNER	POLICE OFFICER	91,325	80,203	9,921	-	1,201	-	15	8	-	1,088
ADAM MARCOTTE	POLICE OFFICER	91,031	74,474	15,355	-	1,201	-	10	8	-	1,009
COLBY WRIGHT	POLICE OFFICER	91,031	74,474	15,355	-	1,201	-	10	8	-	1,009
JOSEPH CASSIDY	POLICE OFFICER	91,031	74,474	15,355	-	1,201	-	10	8	-	1,009
OLIVER MARQUEZ	POLICE OFFICER	91,031	74,474	15,355	-	1,201	-	10	8	-	1,009
JARED HURLEY	POLICE OFFICER	91,028	74,474	15,353	-	1,201	-	10	8	-	1,009
ANDREW MURPHY	OPERATIONS SUPERVISOR	90,876	76,597	13,820	-	459	-	25	12	7,346	5,825
BRIAN HOFF	FIREFIGHTER	90,037	71,479	15,355	-	189	3,014	9	6	-	996

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STEVEN DOGGETT	FIRE ENGINEER	89,953	80,304	7,105	-	189	2,355	12	6	-	1,120
BENJAMIN CRANE	POLICE OFFICER	89,599	73,042	15,356	-	1,201	-	8	8	-	989
TIMOTHY MAROSS	FIREFIGHTER	89,255	72,204	15,355	-	189	1,507	9	6	-	1,006
MICHAEL HEDIGER	POLICE OFFICER	89,204	86,648	1,355	-	1,201	-	18	8	-	1,177
SCOTT TESS	SUSTAINABILITY & RESILIENCE OFFICER	88,652	81,539	7,113	-	-	-	24	12	7,820	6,238
JEREMY HALE	POLICE OFFICER	88,509	80,203	7,105	-	1,201	-	15	8	-	1,088
SARAH LINKS	POLICE OFFICER	88,509	80,203	7,105	-	1,201	-	15	8	-	1,088
JEFFREY ORR	FIRE ENGINEER	88,257	80,304	7,105	-	189	659	12	6	-	1,120
DAVID ROESCH	POLICE INVESTIGATOR	88,151	79,844	7,105	-	1,201	-	20	10	-	1,108
MICHAEL PHILLIPS	FIREFIGHTER	87,236	79,283	7,105	-	189	659	13	6	-	1,105
BRIAN INGRAM	POLICE OFFICER	87,077	78,771	7,105	-	1,201	-	15	8	-	1,068
ELIZABETH ALFONSO	POLICE INVESTIGATOR	86,764	75,642	9,921	-	1,201	-	16	10	-	1,049
OSRIC HAYES	POLICE OFFICER	86,730	70,174	15,355	-	1,201	-	8	8	-	972
TAL PRENDERGAST	FIRE ENGINEER	85,133	76,522	7,105	-	189	1,318	12	6	-	1,067
KEVIN SANDERSON	CITY ARBORIST / ARBOR SUPERVISOR	84,215	82,401	1,355	-	459	-	25	12	7,902	6,269
CORTEZ GARDNER	POLICE OFFICER	84,213	75,907	7,105	-	1,201	-	13	8	-	1,029
MARCUS HANCOCK	POLICE OFFICER	84,213	75,907	7,105	-	1,201	-	10	8	-	1,029
JONATHAN YEAGLE	POLICE OFFICER	84,164	73,042	9,921	-	1,201	-	8	8	-	989
RICHARD COLEMAN	POLICE INVESTIGATOR	83,948	75,642	7,105	-	1,201	-	16	10	-	1,049
BLAKE KUHNS	FIRE ENGINEER	83,928	73,620	7,105	-	189	3,014	9	6	-	1,026
CHAD JOHNSON	FIREFIGHTER	83,745	76,451	7,105	-	189	-	12	6	-	1,066
MATTHEW RITCHIE	FIREFIGHTER	83,745	76,451	7,105	-	189	-	12	6	-	1,066
MICHAEL DILLEY	FIRE ENGINEER	83,689	75,078	7,105	-	189	1,318	12	6	-	1,046
DUANE SMITH	FINANCIAL/CRIME SCENE	83,463	73,541	9,921	-	-	-	25	12	-	1,066
MICHAEL JANNUSCH	FIRE ENGINEER	83,355	80,304	1,355	-	189	1,507	12	6	-	1,120
ASHLEE VERCLER	FIREFIGHTER	83,285	71,479	9,921	-	189	1,696	9	6	-	996
BRIAN WELDY	FIREFIGHTER	83,269	73,620	7,105	-	189	2,355	9	6	-	1,026
DON HO	FINANCIAL ANALYST	82,997	67,641	15,355	-	-	-	24	12	6,487	5,175
BRAD OSTERBUR	OPERATIONS SUPERVISOR	82,783	75,220	7,104	-	459	-	24	12	7,214	5,719
JOHN FRANQUEMONT	POLICE OFFICER	82,781	74,474	7,105	-	1,201	-	10	8	-	1,009
SETH KING	POLICE OFFICER	82,781	74,474	7,105	-	1,201	-	10	8	-	1,009
ANGELA VOGT	POLICE OFFICER	82,759	80,203	1,355	-	1,201	-	17	8	-	1,088
DOUGLAS PIPKINS	POLICE INVESTIGATOR	82,400	79,844	1,355	-	1,201	-	20	10	-	1,108
ANDREW STEWART	FIREFIGHTER	82,231	73,620	7,105	-	189	1,318	9	6	-	1,026
ALEXANDRIA GRADY	POLICE OFFICER	81,348	73,042	7,105	-	1,201	-	8	8	-	989
BRYAN FINK	K-9 OFFICER	81,348	73,042	7,105	-	1,201	-	8	8	-	989
COLLIN DEDECKER	POLICE OFFICER	81,348	73,042	7,105	-	1,201	-	8	8	-	989
PAIGE BENNETT	POLICE OFFICER	81,348	73,042	7,105	-	1,201	-	8	8	-	989
DARRIN MCCARTNEY	POLICE OFFICER	81,327	78,771	1,355	-	1,201	-	15	8	-	1,068
JEREMY LEEVEY	PREVENTION EDUCATION OFFICER	81,190	73,888	7,113	-	189	-	15	12	-	1,069

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BENJAMIN GARDNER	TRAFFIC SIGNAL TECHNICIAN	80,783	65,428	15,355	-	-	-	20	12	6,275	5,005
JOSHUA FITZSIMMONS	FIREFIGHTER	80,717	65,173	15,355	-	189	-	8	6	-	908
PRESTON JAMES	COMMUNITY OUTREACH COORDINATOR	80,709	73,604	7,105	-	-	-	12	12	7,059	5,631
RANDY BURGETT	HOUSING REHAB COORDINATOR	80,564	73,459	7,105	-	-	-	25	12	7,045	5,620
JUSTIN SWINFORD	CIVIL ENGINEER II	80,510	73,398	7,113	-	-	-	12	12	7,039	5,615
ELIZABETH HENRY	POLICE OFFICER	80,054	71,748	7,105	-	1,201	-	8	8	-	972
JACOB HUTCHCRAFT	FIREFIGHTER	79,564	70,104	7,105	-	189	2,166	9	6	-	977
JOSHUA JEFFERS	POLICE OFFICER	79,278	70,972	7,105	-	1,201	-	8	8	-	961
BENJAMIN HOLZHAUSEN	ENGINEERING TECHNICIAN I	79,131	63,775	15,355	-	-	-	12	12	6,116	4,879
JAMIE LANCE	ELECTRICAL INSPECTOR	79,131	63,775	15,355	-	-	-	16	12	6,116	4,879
RHONDA COLLINS	BENEFITS COORDINATOR II	79,078	68,517	10,561	-	-	-	25	12	6,571	5,242
WILLIAM KOLSCHOWSKY	MANAGEMENT ANALYST	78,702	63,347	15,355	-	-	-	24	12	6,075	4,846
KEVIN GARCIA	PLANNER II	78,478	63,122	15,355	-	-	-	20	12	6,053	4,829
JOHN BOLGER	BUILDING INSPECTOR II/NEW CONSTRUCTION SUPERVISOR	78,313	71,208	7,105	-	-	-	24	12	6,829	5,447
CASSANDRA HELDMAN	ADMINISTRATIVE ASSISTANT III	78,134	62,778	15,355	-	-	-	25	12	6,020	4,803
JOSH INGOLD	FIREFIGHTER	78,082	70,788	7,105	-	189	-	9	6	-	987
NICHOLAS HANSON	HOUSING INSPECTOR II/CODE COMPLIANCE SUPERVISOR	77,256	61,901	15,355	-	-	-	12	12	5,936	4,735
JEFFREY STEINBERG	POLICE INVESTIGATOR	77,198	74,642	1,355	-	1,201	-	16	10	-	1,049
HAL LIVENGOOD	MECHANIC, CERTIFIED	76,218	66,297	9,921	-	-	-	25	12	6,358	5,072

*Note: This report reflects projected earnings from July 1, 2019 – June 30, 2020 for all employees with a total compensation package over \$75,000. Vehicle allowance is FY18-19 actual amount.

"Total compensation package" means payment by the employer to the employee for salary, health insurance, a housing allowance, a vehicle perquisite, a clothing allowance, bonuses, loans, vacation days granted, and sick days granted (IMRF and FICA are excluded)

"Salary" includes base pay, longevity, step pay and holiday pay

"Bonuses" include educational incentive and specialty pay