

Attachment A

2008 Compensation Pay Grades and Ranges					
(2% Increase from 2007)					
Pay Grade	Minimum	Maximum	Minimum	Maximum	Positions Assigned
	Hourly Rate	Hourly Rate	Annual Equivalent	Annual Equivalent	
J			\$49,731	\$70,747	Assistant Village Manager/Finance Director, Police Chief
I			\$40,608	\$60,912	Service Director, Finance Director
H			\$35,533	\$55,273	Service Supervisor, Utility Plant Supervisor, Income Tax Commissioner, Village Planner
G	\$13.83	\$21.43	\$28,766	\$44,574	Utility Plant Operator II, Executive Secretary, Police Officer II (PT)
F	\$12.75	\$19.18	\$26,520	\$39,894	Mechanic, Tree Trimmer, Water Distribution Operator, Utility Plant Operator I, Clerk of Court, Police Officer I (PT)
E	\$12.13	\$18.05	\$25,230	\$37,544	Equipment Operator, Utility Plant Operator
D	\$10.88	\$16.27	\$22,630	\$33,842	Police Dispatcher, Account Clerk
C	\$9.76	\$14.67	\$20,301	\$30,514	Laborer, Utility Service Worker, Receptionist, Zoning Inspector (PT)
B	\$7.89	\$11.85	\$16,411	\$24,648	Janitor
A	\$7.33	\$11.01	\$15,246	\$22,901	Seasonal Laborer

The hourly rate of each Village employee shall be adjusted for shift work as follows:

First Shift:	Basic hourly rate
Second Shift:	Basic hourly rate plus \$.15 per hour
Third Shift:	Basic hourly rate plus \$.25 per hour