

Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Mayor and Council	Mayor	Official	15,000.00	-	-	6,875.52	20,885.04	-	-
Mayor and Council	Councilman - District 1	Official	6,000.00	-	-	-	-	-	-
Mayor and Council	Councilman - District 2	Official	6,000.00	-	-	-	31,326.96	-	-
Mayor and Council	Councilman - District 3	Official	6,000.00	-	-	575.52	498.00	-	-
Mayor and Council	Councilman - District 4	Official	6,000.00	-	-	575.52	31,327.20	-	-
Mayor and Council	Councilman - District 5	Official	6,000.00	-	-	575.52	31,327.20	-	-
Mayor and Council	Councilman - District 6	Official	6,000.00	-	-	575.52	21,383.04	-	-
Village Clerk	Village Clerk	Official	6,000.00	-	-	-	1,494.24	-	-
Village Clerk	Deputy Village Clerk	Full Time	88,265.05	-	-	-	-	15	12
Village Clerk	Customer Service Rep	Part Time	37,518.78	-	-	-	-	10	-
Village Managers Office	Village Manager	Full Time	322,125.00	31,000.00	1,000.00	9,420.00	40,990.95	25	12
Village Managers Office	Deputy Village Manager	Full Time	197,111.87	11,826.71	-	6,300.00	23,058.72	15	12
Village Managers Office	Project Manager	Part Time	44,872.57	-	-	-	-	12	-
Village Managers Office	Management Analyst	Full Time	64,523.73	-	-	-	-	10	12
Finance and Operations	Finance Director	Full Time	195,520.02	11,731.20	-	6,300.00	31,327.20	15	12
Finance and Operations	Assistant Finance Director	Full Time	143,161.39	-	-	-	31,327.20	17	12
Finance and Operations	Accountant 1	Full Time	85,463.01	-	-	-	10,442.16	10	12
Finance and Operations	Finance Analyst	Full Time	92,042.86	-	-	-	10,442.16	15	12
Finance and Operations	Finance Clerk	Full Time	93,448.81	-	1,000.00	-	20,885.04	25	12
Finance and Operations	Utility Billing Clerk	Full Time	62,949.07	-	-	-	10,442.16	15	12
Finance and Operations	Utility Billing Clerk	Full Time	61,411.90	-	-	-	20,885.04	15	12
Finance and Operations	Customer Service Rep	Part Time	35,711.13	-	-	-	-	10	-
Finance and Operations	Customer Service Rep	Part Time	35,711.13	-	-	-	-	10	-
Finance and Operations	Project Manager	Part Time	38,625.06	-	-	-	-	-	-
Legal	Legal Assistant	Full Time	64,523.73	-	-	-	10,442.16	10	12
Human Resources	Human Resources Director	Full Time	160,231.74	9,613.90	-	6,300.00	31,326.96	20	12
Human Resources	Human Resources Coordinator	Full Time	102,258.25	-	-	-	10,442.16	15	12
Human Resources	Human Resources Management Analyst	Full Time	66,135.89	-	-	-	7,686.24	10	12
Human Resources	Customer Service Rep	Part Time	45,700.07	-	-	-	-	15	-
Information Technology	Information Technology Director	Full Time	179,919.29	10,795.16	750.00	6,300.00	20,884.80	20	12
Information Technology	IT Administrator	Full Time	136,849.71	-	1,000.00	409.92	31,326.96	23	12
Information Technology	IT Manager	Full Time	119,819.38	-	1,000.00	409.92	-	25	12
Information Technology	IT Administrator	Full Time	104,778.38	-	750.00	-	20,884.80	23	12
Information Technology	Technical Support Specialist	Full Time	71,890.91	-	-	-	10,442.16	10	12
Community Development	Community Development Director	Full Time	202,255.14	12,135.31	1,000.00	6,300.00	31,326.96	23	12

(1) Based on December 1, 2025

(2) Elected Officials also receive \$25 per meeting attended

(3) Includes Auto, Technology, and Uniform Allowances

Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Community Development	Building Official/Plans Examiner	Full Time	140,400.00	-	-	-	10,442.16	15	12
Community Development	Planning & Zoning Director	Full Time	159,793.69	9,587.62	750.00	6,300.00	31,326.96	23	12
Community Development	Planner 1	Full Time	87,600.06	-	-	-	498.00	10	12
Community Development	Planner 1	Full Time	106,758.47	-	-	-	31,327.20	17	12
Community Development	Environ. Health Field Director	Full Time	137,378.07	-	1,000.00	-	10,442.16	25	12
Community Development	Neighborhood Svcs Field Director	Full Time	137,066.84	-	1,000.00	-	10,442.16	23	12
Community Development	Administrative Services Manager	Full Time	131,003.39	-	750.00	-	498.00	20	12
Community Development	Environmental Hlth Practitioner	Full Time	92,736.46	-	-	-	31,326.96	10	12
Community Development	Environmental Hlth Practitioner	Full Time	113,000.89	-	1,000.00	-	31,327.20	23	12
Community Development	Environmental Hlth Practitioner	Full Time	86,100.38	-	-	-	31,326.96	10	12
Community Development	Inspector 2	Full Time	125,287.55	-	-	-	31,327.20	15	12
Community Development	Inspector 2	Full Time	109,626.61	-	-	-	-	16	12
Community Development	Inspector 2	Part Time	50,115.02	-	-	-	-	-	-
Community Development	Inspector 2	Full Time	122,223.92	-	-	-	20,884.80	15	12
Community Development	Inspector 2	Full Time	104,340.24	-	-	-	31,327.20	15	12
Community Development	Zoning Code Compliance Officer	Full Time	68,929.04	-	-	-	31,327.20	15	12
Community Development	Licensing Specialist	Full Time	80,570.31	-	-	-	10,442.16	18	12
Community Development	Support Services Specialist	Full Time	68,891.55	-	-	-	31,327.20	10	12
Community Development	Customer Service Rep	Full Time	62,424.18	-	-	-	20,884.80	10	12
Community Development	Customer Service Rep	Full Time	67,204.41	-	-	-	31,326.96	15	12
Community Development	Customer Service Rep	Full Time	57,981.38	-	-	-	20,884.80	10	12
Police	Police Chief	Full Time	202,852.19	12,171.13	1,000.00	-	31,326.96	25	12
Police	Deputy Police Chief	Full Time	179,718.39	-	1,000.00	-	20,885.04	25	12
Police	Deputy Police Chief	Full Time	179,114.04	-	1,000.00	-	31,326.96	23	12
Police	Deputy Police Chief	Full Time	178,879.88	-	750.00	-	10,442.16	20	12
Police	Police Commander	Full Time	168,807.48	-	1,000.00	-	1,494.48	25	12
Police	Police Commander	Full Time	163,900.53	-	1,000.00	-	31,326.96	23	12
Police	Police Commander	Full Time	161,998.26	-	300.00	-	31,327.20	16	12
Police	Police Commander	Full Time	166,585.87	-	750.00	600.00	31,327.20	23	12
Police	Police Commander	Full Time	161,459.90	-	750.00	-	10,442.16	20	12
Police	Police Commander	Full Time	163,505.47	-	1,000.00	-	31,326.96	23	12
Police	Police Commander	Full Time	165,212.24	-	1,000.00	-	31,327.20	25	12
Police	Administrative Services Manager	Full Time	112,079.18	-	-	-	31,327.20	15	12
Police	Police Sergeant	Full Time	148,886.40	-	550.00	-	31,326.96	17	12
Police	Police Sergeant	Full Time	145,246.40	-	550.00	-	31,327.20	18	12

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Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Police	Police Sergeant	Full Time	152,609.60	-	750.00	-	30,330.72	20	12
Police	Police Sergeant	Full Time	152,609.60	-	1,000.00	600.00	31,327.20	25	12
Police	Police Sergeant	Full Time	141,710.40	-	300.00	-	31,327.20	15	12
Police	Police Sergeant	Full Time	148,886.40	-	750.00	-	1,494.48	20	12
Police	Police Sergeant	Full Time	152,609.60	-	750.00	-	30,829.20	23	12
Police	Police Sergeant	Full Time	145,246.40	-	300.00	-	31,327.20	15	12
Police	Police Sergeant	Full Time	148,886.40	-	550.00	-	1,494.24	18	12
Police	Police Sergeant	Full Time	152,609.60	-	550.00	600.00	31,326.96	18	12
Police	Police Sergeant	Full Time	145,246.40	-	750.00	-	11,438.64	20	12
Police	Police Sergeant	Full Time	141,710.40	-	1,000.00	-	31,327.20	25	12
Police	Management Analyst	Full Time	79,397.34	-	-	-	20,885.04	15	12
Police	Support Services Specialist	Full Time	79,895.45	-	-	-	31,326.96	16	12
Police	Police Officer	Full Time	110,011.00	-	-	-	11,011.68	15	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	11,011.68	18	12
Police	Police Officer	Full Time	100,173.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	30,078.24	18	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	33,035.52	17	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	33,035.52	17	12
Police	Police Officer	Full Time	115,294.00	-	-	-	33,035.76	10	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	11,011.68	17	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	22,023.60	17	12
Police	Police Officer	Full Time	100,173.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	33,035.52	16	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	33,035.52	15	12
Police	Police Officer	Full Time	123,510.00	-	650.00	450.00	33,035.76	16	12
Police	Police Officer	Full Time	123,510.00	-	-	-	10,001.28	15	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	32,537.52	17	12
Police	Police Officer	Full Time	123,510.00	-	-	-	30,078.24	15	12
Police	Police Officer	Full Time	119,330.00	-	-	-	10,026.00	15	12
Police	Police Officer	Full Time	119,330.00	-	-	-	22,560.72	10	12
Police	Police Officer	Full Time	110,011.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	32,039.28	15	12
Police	Police Officer	Full Time	82,805.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	119,330.00	-	-	450.00	33,035.76	15	12
Police	Police Officer	Full Time	123,510.00	-	-	-	22,023.84	10	12

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PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Police	Police Officer	Full Time	123,510.00	-	-	400.00	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	33,035.76	10	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	21,525.36	16	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	33,035.52	15	12
Police	Police Officer	Full Time	123,510.00	-	-	-	-	15	12
Police	Police Officer	Full Time	123,510.00	-	350.00	400.00	22,023.60	15	12
Police	Police Officer	Full Time	100,173.00	-	-	-	-	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	11,011.68	15	12
Police	Police Officer	Full Time	110,011.00	-	-	-	10,026.00	10	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	28,584.00	15	12
Police	Police Officer	Full Time	123,510.00	-	-	-	33,035.76	10	12
Police	Police Officer	Full Time	100,173.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	30,078.24	10	12
Police	Police Officer	Full Time	104,978.00	-	-	-	23,058.96	10	12
Police	Police Officer	Full Time	104,978.00	-	-	-	10,026.00	10	12
Police	Police Officer	Full Time	123,510.00	-	350.00	450.00	33,035.76	15	12
Police	Police Officer	Full Time	123,510.00	-	-	450.00	10,026.00	15	12
Police	Police Officer	Full Time	123,510.00	-	-	-	-	10	12
Police	Police Officer	Full Time	82,805.00	-	-	-	-	10	12
Police	Police Officer	Full Time	82,805.00	-	-	-	-	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	33,035.76	10	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	-	33,035.76	25	12
Police	Police Officer	Full Time	115,294.00	-	-	-	33,035.52	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	33,035.52	15	12
Police	Police Officer	Full Time	123,510.00	-	-	350.00	23,058.72	10	12
Police	Police Officer	Full Time	123,510.00	-	-	600.00	11,011.68	15	12
Police	Police Officer	Full Time	82,805.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	22,023.84	10	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	600.00	31,326.96	25	12
Police	Police Officer	Full Time	123,510.00	-	350.00	-	33,035.52	15	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	-	33,035.52	25	12
Police	Police Officer	Full Time	104,978.00	-	-	-	20,052.24	10	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	-	33,035.76	25	12
Police	Police Officer	Full Time	82,805.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	110,011.00	-	-	-	10,001.28	10	12

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Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Police	Police Officer	Full Time	115,294.00	-	-	600.00	30,078.24	10	12
Police	Police Officer	Full Time	110,011.00	-	-	100.00	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	600.00	33,035.52	23	12
Police	Police Officer	Full Time	119,330.00	-	-	-	33,035.76	15	12
Police	Police Officer	Full Time	123,510.00	-	650.00	-	10,026.00	18	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	600.00	33,035.76	23	12
Police	Police Officer	Full Time	123,510.00	-	900.00	-	30,078.48	20	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	600.00	11,011.68	23	12
Police	Police Officer	Full Time	123,510.00	-	1,250.00	600.00	33,035.52	23	12
Police	Police Officer	Full Time	115,294.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	33,035.76	15	12
Police	Police Officer	Full Time	123,510.00	-	900.00	600.00	33,035.76	23	12
Police	Police Officer	Full Time	100,173.00	-	-	-	7,686.24	10	12
Police	Police Officer	Full Time	123,510.00	-	900.00	600.00	33,035.76	20	12
Police	Police Officer	Full Time	100,173.00	-	-	-	30,004.08	10	12
Police	Police Officer	Full Time	100,173.00	-	-	-	10,026.00	10	12
Police	Police Officer	Full Time	123,510.00	-	900.00	-	30,078.24	20	12
Police	Police Officer	Full Time	110,011.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	100,173.00	-	-	-	10,026.00	10	12
Police	Police Officer	Full Time	123,510.00	-	-	-	11,011.68	10	12
Police	Police Officer	Full Time	123,510.00	-	900.00	-	33,035.76	20	12
Police	Social Worker	Full Time	105,984.53	-	-	-	7,686.24	10	12
Police	Social Worker	Full Time	105,984.53	-	-	-	7,686.24	10	12
Police	PT Community Service Officer	Part Time	33,729.41	-	-	-	-	10	-
Police	Property Custodian	Full Time	78,219.02	-	-	-	31,327.20	22	12
Police	PT Community Service Officer	Part Time	27,658.38	-	-	-	-	10	-
Police	Community Service Officer	Full Time	64,164.88	-	-	-	10,442.16	15	12
Police	Community Service Officer	Full Time	78,219.02	-	1,000.00	-	10,442.16	23	12
Police	Community Service Officer	Full Time	58,123.31	-	-	-	10,442.16	10	12
Police	Community Service Officer	Full Time	58,123.31	-	-	-	10,442.16	10	12
Police	Community Service Officer	Full Time	58,123.31	-	-	-	20,884.80	10	12
Police	Community Service Officer	Full Time	64,164.88	-	-	-	20,885.04	15	12
Police	Community Service Officer	Full Time	56,709.33	-	-	-	-	10	12
Police	Community Service Officer	Full Time	55,316.77	-	-	-	20,884.80	15	12
Police	PT Community Service Officer	Part Time	33,729.41	-	-	-	-	10	-

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			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Police	PT Community Service Officer	Part Time	21,586.82	-	-	-	-	-	-
Police	Animal Warden	Full Time	58,123.31	-	-	-	7,686.24	10	12
Police	Records Clerk	Full Time	72,378.31	-	-	-	31,327.20	18	12
Police	Records Clerk	Full Time	72,378.31	-	750.00	-	31,327.20	20	12
Police	Records Clerk	Full Time	72,378.31	-	750.00	-	20,885.04	23	12
Police	Records Clerk	Full Time	72,378.31	-	750.00	-	20,885.04	20	12
Police	Support Services Specialist	Full Time	79,895.45	-	1,000.00	-	10,442.16	25	12
Fire	Fire Chief	Full Time	197,079.96	11,824.80	1,000.00	-	31,327.20	25	12
Fire	Deputy Fire Chief	Full Time	178,359.90	-	1,000.00	-	31,326.96	23	12
Fire	Deputy Fire Chief	Full Time	179,977.70	-	1,000.00	-	31,326.96	25	12
Fire	Battalion/Division Chief	Full Time	165,094.07	-	1,000.00	-	31,327.20	12	6
Fire	Battalion/Division Chief	Full Time	169,000.00	-	1,000.00	-	31,327.20	23	12
Fire	Battalion/Division Chief	Full Time	165,094.07	-	1,000.00	-	31,327.20	12	6
Fire	Battalion/Division Chief	Full Time	165,094.07	-	1,000.00	-	31,327.20	12	6
Fire	Fire Captain	Full Time	152,729.67	-	900.00	-	33,035.52	10	6
Fire	Fire Captain	Full Time	150,111.32	-	1,250.00	-	33,035.76	11	6
Fire	Fire Captain	Full Time	152,729.67	-	-	-	-	-	-
Fire	Fire Captain	Full Time	150,111.32	-	1,250.00	-	33,035.76	11	6
Fire	Administrative Services Manager	Full Time	106,828.01	-	-	-	10,442.16	16	12
Fire	Fire Marshal	Full Time	111,391.01	-	-	-	31,326.96	17	12
Fire	Fire Lieutenant	Full Time	145,441.40	-	650.00	-	33,035.76	10	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	1,250.00	-	33,035.76	11	6
Fire	Fire Lieutenant	Full Time	145,441.40	3,636.04	1,250.00	-	33,035.52	12	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	1,250.00	-	22,023.84	11	6
Fire	Fire Lieutenant	Full Time	135,777.80	-	900.00	-	33,035.52	10	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	1,250.00	-	33,035.76	11	6
Fire	Fire Lieutenant	Full Time	140,512.35	-	650.00	-	33,035.76	7	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	1,250.00	-	33,035.76	11	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	900.00	-	33,035.52	10	6
Fire	Fire Lieutenant	Full Time	140,528.73	-	900.00	-	33,035.52	10	6
Fire	Fire Lieutenant	Full Time	140,528.73	-	900.00	-	33,035.52	10	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	900.00	-	33,035.52	10	6
Fire	Fire Lieutenant	Full Time	145,441.40	3,636.04	1,250.00	-	33,035.76	11	6
Fire	Fire Lieutenant	Full Time	145,441.40	-	1,250.00	-	33,035.76	11	6

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Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.76	10	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	1,494.24	5	6
Fire	Firefighter/Paramedic	Full Time	122,712.95	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	350.00	-	22,023.60	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	122,712.95	-	-	-	33,035.52	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	10,026.00	7	6
Fire	Firefighter/Paramedic	Full Time	107,947.48	-	-	-	-	5	6
Fire	Firefighter/Paramedic	Full Time	122,712.95	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.52	10	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	-	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	-	-	-	-	-
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	22,023.60	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	650.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	350.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.76	12	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	10,026.00	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	22,023.84	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	650.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	22,023.84	5	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	22,023.60	5	6

(1) Based on December 1, 2025

(2) Elected Officials also receive \$25 per meeting attended

(3) Includes Auto, Technology, and Uniform Allowances

Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.76	11	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	-	-	22,023.60	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.76	11	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	-	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	22,023.60	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	22,023.84	12	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	350.00	-	33,035.52	7	6
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	10,026.00	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	-	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.76	11	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.76	11	6
Fire	Firefighter/Paramedic	Full Time	113,130.09	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.52	11	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	1,250.00	-	33,035.52	11	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	-	-	22,023.60	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	900.00	-	33,035.76	10	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	11,011.68	5	6
Fire	Firefighter/Paramedic	Full Time	107,947.48	-	-	-	33,035.76	5	6
Fire	Firefighter/Paramedic	Full Time	127,005.02	-	900.00	-	33,035.76	10	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	10,026.00	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	900.00	-	-	10	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	900.00	-	33,035.52	10	6
Fire	Firefighter/Paramedic	Full Time	103,007.63	-	-	-	-	5	6
Fire	Firefighter/Paramedic	Full Time	127,652.81	-	350.00	-	33,035.76	7	6
Fire	Firefighter/Paramedic	Full Time	118,555.99	-	-	-	10,026.00	5	6
Fire	Firefighter/Paramedic	Full Time	122,712.95	-	-	-	22,023.84	5	6
Fire	Probationary Firefighter	Full Time	80,737.77	-	-	-	-	5	6
Fire	Probationary Firefighter	Full Time	80,737.77	-	-	-	-	5	6
Fire	Probationary Firefighter	Full Time	77,039.68	-	-	-	-	-	-
Fire	Probationary Firefighter	Full Time	77,039.68	-	-	-	7,686.24	5	6
Fire	Probationary Firefighter	Full Time	77,039.68	-	-	-	11,011.68	5	6
Fire	Probationary Firefighter	Full Time	77,039.68	-	-	-	-	5	6
Fire	Inspector 2	Full Time	95,508.19	-	-	-	31,326.96	15	12
Fire	Customer Service Rep	Part Time	30,764.86	-	-	-	-	10	-

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Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Fire	Fire Inspector	Part Time	32,142.43	-	-	-	-	-	-
Fire	Fire Inspector	Part Time	21,339.11	-	-	-	-	-	-
Public Works	Public Works Director	Full Time	208,538.70	12,512.32	1,000.00	-	31,326.96	23	12
Public Works	Assistant Public Works Director	Full Time	154,297.00	-	-	3,600.00	31,326.96	10	12
Public Works	Assistant Public Works Director	Full Time	159,038.73	-	-	3,600.00	996.24	19	12
Public Works	Public Works Superintendent	Full Time	138,799.02	-	1,000.00	-	31,326.96	25	12
Public Works	Public Works Superintendent	Full Time	138,799.02	-	1,000.00	-	31,326.96	23	12
Public Works	PW Coordinator	Full Time	123,059.46	-	550.00	-	20,884.80	19	12
Public Works	PW Coordinator	Full Time	123,059.46	-	1,000.00	-	31,326.96	23	12
Public Works	PW Coordinator	Full Time	123,059.46	-	-	-	31,326.96	16	12
Public Works	PW Coordinator	Full Time	123,059.46	-	-	-	31,327.20	18	12
Public Works	Management Analyst	Full Time	83,425.06	-	-	-	31,326.96	15	12
Public Works	Team Leader	Full Time	106,605.82	-	1,000.00	-	28,512.00	23	12
Public Works	Team Leader	Full Time	96,579.39	-	-	-	28,512.00	15	12
Public Works	Team Leader	Full Time	85,353.22	-	-	-	28,512.00	15	12
Public Works	Team Leader	Full Time	112,004.67	-	1,000.00	-	28,512.00	25	12
Public Works	Team Leader	Full Time	112,004.67	-	1,000.00	-	18,684.00	23	12
Public Works	Team Leader	Full Time	112,004.67	-	1,000.00	-	28,512.00	25	12
Public Works	Utility/Meter Service Worker	Full Time	106,755.79	-	550.00	-	28,512.00	15	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	9,336.00	25	12
Public Works	Maintenance Worker	Full Time	73,270.08	-	-	-	9,336.00	10	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	25	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	23	12
Public Works	Maintenance Worker	Full Time	82,910.88	-	-	-	28,512.00	15	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	23	12
Public Works	Maintenance Worker	Full Time	93,815.70	-	-	-	28,512.00	15	12
Public Works	Maintenance Worker	Full Time	73,270.08	-	-	-	28,512.00	10	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	23	12
Public Works	Maintenance Worker	Full Time	71,491.89	-	-	-	28,512.00	10	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	23	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	18,684.00	25	12
Public Works	Maintenance Worker	Full Time	75,112.54	-	-	-	28,512.00	10	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	1,000.00	-	28,512.00	25	12
Public Works	Maintenance Worker	Full Time	71,491.89	-	-	-	9,336.00	10	12
Public Works	Maintenance Worker	Full Time	103,542.19	-	-	-	28,512.00	15	12

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Village of Palatine
POSTING TOTAL COMPENSATION PACKAGE - CY 2026
PA 97-0609

Department	Position Title	Classification	Estimated				Health Insurance	Vacation Days Earned	Sick Days Earned
			Annual Salary ⁽¹⁾⁽²⁾	Deferred Compensation	Longevity Incentive	Allowance ⁽³⁾			
Public Works	Maintenance Worker	Full Time	80,897.02	-	-	-	28,512.00	15	12
Public Works	Maintenance Worker	Full Time	75,112.54	-	-	-	9,336.00	10	12
Public Works	Maintenance Worker	Full Time	78,926.02	-	-	-	9,336.00	10	12
Public Works	Maintenance Worker	Full Time	80,897.02	-	-	-	28,512.00	15	12
Public Works	Maintenance Worker	Full Time	76,997.86	-	-	-	9,336.00	10	12
Public Works	Maintenance Worker	Full Time	100,478.56	-	750.00	-	28,512.00	20	12
Public Works	Maintenance Worker	Full Time	73,270.08	-	-	-	9,336.00	10	12
Public Works	Electrician	Full Time	111,361.95	-	1,000.00	-	28,512.00	23	12
Public Works	Mechanic 2	Full Time	90,323.58	-	-	-	9,336.00	10	12
Public Works	Mechanic 2	Full Time	90,323.58	-	-	-	28,512.00	10	12
Public Works	Mechanic 2	Full Time	77,897.66	-	-	-	9,336.00	10	12
Public Works	Mechanic 2	Full Time	112,754.51	-	1,000.00	-	28,512.00	25	12
Public Works	Mechanic 2	Full Time	81,839.68	-	-	-	28,512.00	10	12
Public Works	Asst Building Engineer	Full Time	103,542.19	-	-	-	28,512.00	15	12
Public Works	Asst Building Engineer	Full Time	84,989.01	-	-	-	28,512.00	15	12
Public Works	Supply Controller	Full Time	68,771.04	-	-	-	28,512.00	10	12
Public Works	Support Services Specialist	Full Time	67204.41	-	-	-	-	16	12
Public Works	Support Services Specialist	Full Time	67208.96	-	-	-	31,327.20	15	12
Public Works	Civil Engineer	Full Time	91,494.17	-	-	-	-	10	12
Public Works	Civil Engineer II	Full Time	135,200.00	-	-	720.00	-	15	12
Public Works	Village Engineer	Full Time	167,559.58	-	1,000.00	3,600.00	20,885.04	23	12

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