

Pay and Classification Plan



2024 Pay and Classification Plan – Employees hired on or after January 1, 2011

Unclassified

Village Manager

Department Directors

Position Grade GG

Assistant Village Manager/Corporation Counsel

Position Grade FF

Engineering & Public Works Director

Position Grade EE

Finance Director

Position Grade CC

Assistant Village Manager
Community Development Director

Position Grade AA

Administrative Services Director
Water Management Director

Regular Pay Schedule

Position Grade R

Human Resources Director
Village Engineer
Deputy Community Dev. Director
Deputy Public Works Director

Position Grade P

Assistant Public Works Director
Assistant Finance Director

Position Grade N

Assistant Village Engineer
Assistant Community Development Director
Assistant Dir. of Admin. Services
Asst. Water Management Director

Position Grade M

Administration Manager
Street/Utility Superintendent
Systems Administrator
Water/Sewer Superintendent
Vehicle Maint. Superintendent
Police Systems Analyst

Position Grade L

Assistant to the Village Manager
Building and Code Supervisor
Civil Engineer II
Permit Manager
Planner III-AICP
Zoning – Building Review Planner

Position Grade K

Civil Engineer I
Communications Supervisor
Project Manager
Engineering Assistant II
Planner/Business Development
Planner/Zoning
Water Plant
Supervisor/Lead Operator
Vehicle Maintenance Supervisor
Planner III

Position Grade J

Code Enforcement
Officer/Inspector
Facilities Manager
Inspector (Building –
Electrical – Plumbing)
Mechanic II (Equipment Coordinator)
Mechanic III (EVT
certified)
Museum Director
Plan Reviewer
Purchasing Manager
Project Engineer
Senior Accountant
Revenue Manager

Position Grade I

Asst. to the Public Works
Director
Cable TV Coordinator
Crew Leader
Forester
Mechanic II
Social Worker
Tree Preservation Officer
Utility Technician/Crew Leader
Water Meter Supervisor (Crew
Leader)
Water Plant Chemist

Position Grade H

Accountant
Management Assistant
Zoning Enforcement Officer

Position Grade G

Customer Service Supervisor
Engineering Assistant I
Mechanic I
Maintenance Mechanic - EPW
Maintenance Worker III - EPW
Planner II
Records Supervisor
Sustainability Coordinator

Position Grade F

Customer Service Specialist
Legal Assistant/Deputy Village
Clerk
Human Resource Generalist I
Maintenance Worker II - EPW
Telecommunicator
Webmaster (PT)
Management Analyst

Position Grade E

Engineering Technician
Fire/Police Secretary (Admin Assist II)
Planner I
WP Instrument Maintainer

Position Grade D

Admin Secretary (Admin Assist I)
Accounts Receivable/Payable Clerk II
Community Services Officer I
Data Processing Clerk II
Facilities Maintainer II
Fire Inspector
Maintenance Worker I - EPW
Permit Technician

Position Grade C

Facilities Maintainer I

Position Grade B

Accounts Receivable/Payable Clerk
Data Processing Clerk
Permit Clerk
Police Records Clerk
Public Works Assistant
Front Counter Assistant
Technical Support Specialist
(P/T)

Position Grade A

Community Service Officer (PT)
Museum Curator

Village of Wilmette 2024 Pay Plan
Employees hired on or after January 1, 2011



Pay Grade	Pay Steps																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
A	51,851	52,629	53,418	54,219	55,033	55,858	56,696	57,547	58,410	59,287	60,176	61,079	61,997	62,926	63,870	64,829	65,800	66,788	67,789	68,806
B	54,961	55,786	56,622	57,471	58,333	59,208	60,097	61,001	61,914	62,844	63,786	64,743	65,715	66,701	67,700	68,715	69,746	70,795	71,856	72,932
C	58,260	59,135	60,023	60,924	61,837	62,766	63,706	64,661	65,633	66,615	67,616	68,629	69,659	70,705	71,766	72,844	73,934	75,042	76,168	77,312
D	61,757	62,684	63,624	64,577	65,546	66,529	67,525	68,539	69,567	70,612	71,670	72,748	73,837	74,946	76,068	77,209	78,367	79,543	80,737	81,949
E	65,460	66,444	67,439	68,451	69,478	70,520	71,579	72,653	73,740	74,848	75,970	77,109	78,266	79,440	80,633	81,842	83,070	84,318	85,581	86,865
F	69,393	70,434	71,490	72,564	73,650	74,755	75,877	77,015	78,171	79,343	80,534	81,742	82,965	84,212	85,476	86,756	88,057	89,379	90,719	92,077
G	73,552	74,656	75,777	76,912	78,066	79,237	80,425	81,633	82,856	84,098	85,360	86,640	87,940	89,258	90,599	91,958	93,337	94,737	96,158	97,601
H	77,968	79,136	80,323	81,529	82,753	83,994	85,253	86,532	87,830	89,148	90,487	91,843	93,221	94,620	96,038	97,479	98,941	100,423	101,931	103,459
I	82,646	83,885	85,143	86,420	87,715	89,032	90,367	91,723	93,099	94,495	95,913	97,351	98,813	100,295	101,799	103,326	104,875	106,449	108,044	109,667
J	87,604	88,918	90,251	91,604	92,979	94,374	95,789	97,226	98,684	100,163	101,668	103,192	104,741	106,311	107,905	109,525	111,166	112,834	114,526	116,245
K	92,860	94,252	95,665	97,099	98,556	100,036	101,534	103,059	104,603	106,173	107,766	109,382	111,023	112,689	114,380	116,095	117,835	119,603	121,396	123,217
L	97,501	98,962	100,447	101,954	103,483	105,036	106,610	108,211	109,835	111,481	113,152	114,850	116,573	118,320	120,096	121,897	123,728	125,582	127,467	129,379
M	102,376	103,911	105,470	107,054	108,657	110,289	111,943	113,623	115,326	117,056	118,812	120,594	122,402	124,238	126,102	127,995	129,914	131,863	133,839	135,846
N	107,494	109,106	110,744	112,405	114,091	115,803	117,540	119,301	121,091	122,907	124,751	126,622	128,522	130,451	132,406	134,394	136,409	138,455	140,532	142,641
O	112,868	114,561	116,280	118,025	119,794	121,591	123,415	125,265	127,145	129,054	130,989	132,954	134,948	136,974	139,028	141,114	143,230	145,380	147,560	149,774
P	118,511	120,292	122,094	123,927	125,784	127,673	129,588	131,530	133,503	135,506	137,540	139,603	141,697	143,820	145,978	148,168	150,390	152,648	154,938	157,261
Q	125,625	127,509	129,423	131,364	133,335	135,335	137,365	139,426	141,518	143,639	145,794	147,981	150,201	152,454	154,739	157,060	159,417	161,808	164,234	166,698
R	131,910	133,888	135,893	137,935	140,004	142,103	144,235	146,400	148,594	150,824	153,086	155,381	157,712	160,077	162,480	164,916	167,390	169,900	172,449	175,036
AA	127,760	129,676	131,621	133,595	135,600	137,635	139,698	141,792	143,920	146,078	148,268	150,495	152,750	155,042	157,367	159,728	162,123	164,557	167,023	169,529
BB	134,146	136,157	138,200	140,272	142,377	144,513	146,682	148,879	151,116	153,381	155,681	158,017	160,388	162,793	165,234	167,713	170,229	172,782	175,374	178,006
CC	140,852	142,964	145,109	147,286	149,494	151,737	154,011	156,324	158,667	161,048	163,463	165,915	168,404	170,931	173,496	176,098	178,738	181,420	184,140	186,904
DD	147,893	150,111	152,363	154,649	156,966	159,322	161,711	164,136	166,599	169,098	171,636	174,210	176,823	179,474	182,169	184,902	187,674	190,491	193,348	196,247
EE	155,288	157,617	159,980	162,383	164,818	167,288	169,799	172,345	174,931	177,554	180,219	182,920	185,664	188,450	191,276	194,145	197,058	200,014	203,016	206,062
FF	163,054	165,499	167,982	170,502	173,059	175,653	178,290	180,964	183,678	186,435	189,231	192,068	194,948	197,873	200,843	203,854	206,913	210,015	213,165	216,364
GG	171,205	173,773	176,382	179,027	181,711	184,437	187,203	190,010	192,862	195,755	198,691	201,670	204,696	207,768	210,884	214,048	217,258	220,515	223,824	227,182
HH	179,765	182,460	185,198	187,976	190,797	193,659	196,564	199,511	202,503	205,540	208,624	211,754	214,929	218,153	221,427	224,748	228,119	231,540	235,015	238,540
U	201,110	204,128	207,188	210,296	213,450	216,653	219,905	223,202	226,552	229,949	233,399	236,898	240,454	244,061	247,721	251,438	255,210	259,038	262,923	266,866

Effective Date -- January 1, 2024
Plan reflects a 2.50% across the board increase



2024 Pay and Classification Plan – Seasonal/Part-Time Employees hired on or after January 1, 2011

P3

Office Clerk
Custodian
Summer Laborer
Bike Patrol Officer
Park Guard

P4

Inspector I
Intern
Landscape Assistant
Leaf Collector
Park Guard Supervisor
Building Maintainer

P5

Crossing Guard
Front Counter Assistant

P6

CATV Production Assistant
Inspector II
Museum Assistant

**Village of Wilmette
2024 Pay Plan**



Pay Grade	Pay Steps				
	1	2	3	4	5
P3	16.10	16.41	16.75	17.08	17.45
P4	19.13	19.53	19.90	20.26	20.68
P5	21.92	22.38	22.84	23.29	23.76
P6	25.84	26.38	26.91	27.46	27.99

Step Increase is 2% per Step

Effective Date -- January 1, 2024

Plan reflects a 2.50% across the board increase



2024 Pay and Classification Plan – Sworn Public Safety Positions

Police Department

Position	Salary Range
Chief	\$119,920 - \$217,356
Deputy Chief	\$114,478 - \$179,720
Commander	\$112,058 - \$164,162

	Step 1	Step 2	Step 3	Step 4
Sergeant	\$138,826	\$141,741	\$144,721	\$147,761

**Sergeants are eligible to receive an annual stipend*

Fire Department

Position	Salary Range
Chief	\$119,920 - \$217,356
Deputy Chief	\$114,478 - \$179,720
Battalion Chief	\$112,058 - \$164,162

Effective Date -- January 1, 2024

Plan reflects a 2.50% across the board increase.