

Village of Montgomery				Total Cost of Benefits - Fiscal Year 2026										(estimate)	
Dept.	Last Name	Position	Status	Base Wages (FY26 estimate)	Budgeted Overtime*	Specialty Pay / Bonus	Health Insurance	Dental Insurance	Life / AD&D Insurance	IMRF	Police Pension	FICA	Medicare	Uniform Allowance	Grand Total
ADM	BOEING	COMMUNITY ENGAGEMENT & EVENTS COORDINATOR	FT	\$ 71,563	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 5,195	\$ -	\$ 4,437	\$ 1,038	\$ -	\$ 105,890
ADM	BURKE	ECONOMIC DEVELOPMENT MANAGER	FT	\$ 115,601	\$ -	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 8,393	\$ -	\$ 7,167	\$ 1,676	\$ -	\$ 140,196
ADM	NEMETZ	COMMUNICATIONS MANAGER	FT	\$ 110,637	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 8,032	\$ -	\$ 6,859	\$ 1,604	\$ -	\$ 150,790
ADM	OSTREKO	ASSISTANT VILLAGE ADMINISTRATOR	FT	\$ 114,768	\$ -	\$ -	\$ -	\$ 1,667	\$ 42	\$ 8,332	\$ -	\$ 7,116	\$ 1,664	\$ -	\$ 133,589
ADM	PANTOJA	EXECUTIVE ASSISTANT	FT	\$ 70,715	\$ 500	\$ 600.00	\$ 21,948	\$ 1,667	\$ 42	\$ 5,134	\$ -	\$ 4,384	\$ 1,025	\$ -	\$ 106,015
ADM	ZOEPEL	VILLAGE ADMINISTRATOR	FT	\$ 202,803	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 14,723	\$ -	\$ 12,574	\$ 2,941	\$ -	\$ 256,698
COM	ABT	DIRECTOR OF COMMUNITY DEVELOPMENT	FT	\$ 148,684	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 10,794	\$ -	\$ 9,218	\$ 2,156	\$ -	\$ 194,510
COM	FARRUGGIA	SENIOR PLANNER	FT	\$ 97,573	\$ -	\$ -	\$ -	\$ 1,667	\$ 42	\$ 7,084	\$ -	\$ 6,050	\$ 1,415	\$ -	\$ 113,830
COM	FITZPATRICK	BUILDING INSPECTOR	FT	\$ 82,037	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 5,956	\$ -	\$ 5,086	\$ 1,190	\$ 600	\$ 118,526
COM	HOOVER	ADMINISTRATIVE ASSISTANT	FT	\$ 61,801	\$ -	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,487	\$ -	\$ 3,832	\$ 896	\$ -	\$ 78,374
COM	KLUPAR	CHIEF BUILDING OFFICIAL	FT	\$ 117,697	\$ -	\$ -	\$ 14,548	\$ 967	\$ 42	\$ 8,545	\$ -	\$ 7,297	\$ 1,707	\$ 600	\$ 151,402
COM	LAURIE	GIS SPECIALIST	FT	\$ 70,222	\$ 200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 5,098	\$ -	\$ 4,354	\$ 1,018	\$ -	\$ 88,251
FIN	EBINGER	FINANCE ASSISTANT - WATER BILLING	FT	\$ 54,756	\$ 250	\$ -	\$ 14,548	\$ 967	\$ 42	\$ 3,975	\$ -	\$ 3,395	\$ 794	\$ -	\$ 78,727
FIN	HANSEN	ACCOUNTING MANAGER	FT	\$ 100,100	\$ -	\$ -	\$ 6,834	\$ 967	\$ 42	\$ 7,267	\$ -	\$ 6,206	\$ 1,451	\$ -	\$ 122,867
FIN	JOHNS	ACCOUNTANT	FT	\$ 78,943	\$ 100	\$ -	\$ -	\$ 967	\$ 42	\$ 5,731	\$ -	\$ 4,894	\$ 1,145	\$ -	\$ 91,822
FIN	MARTINEZ	CUSTOMER SERVICE SPECIALIST	FT	\$ 50,909	\$ 250	\$ 600.00	\$ 14,233	\$ 1,217	\$ 42	\$ 3,696	\$ -	\$ 3,156	\$ 738	\$ -	\$ 74,842
FIN	MCKENNA	FINANCE ASSISTANT - AP/PAYROLL	FT	\$ 62,295	\$ 100	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,523	\$ -	\$ 3,862	\$ 903	\$ -	\$ 79,042
FIN	MILEWSKI	DIRECTOR OF FINANCE	FT	\$ 130,814	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 9,497	\$ -	\$ 8,110	\$ 1,897	\$ -	\$ 173,975
PD	BONIFAS	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 54,541	\$ 165	\$ -	\$ -	\$ -	\$ 42	\$ 3,960	\$ -	\$ 3,382	\$ 791	\$ 375	\$ 63,255
PD	DARLING	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 59,288	\$ 165	\$ -	\$ -	\$ 1,667	\$ 42	\$ 4,304	\$ -	\$ 3,676	\$ 860	\$ 375	\$ 70,377
PD	DIAZ	COMMANDER	FT	\$ 149,145		\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 36,869	\$ 9,247	\$ 2,163	\$ 1,000	\$ 222,080
PD	DOYLE	POLICE OFFICER	FT	\$ 80,723	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 19,955	\$ 5,005	\$ 1,170	\$ 1,000	\$ 121,212
PD	CALDERON	POLICE OFFICER	FT	\$ 86,879	\$ 6,000	\$ 600.00	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 21,476	\$ 5,386	\$ 1,260	\$ 1,000	\$ 129,960
PD	CHADEZ	POLICE OFFICER	FT	\$ 76,386	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 18,883	\$ 4,736	\$ 1,108	\$ 1,000	\$ 115,471
PD	CULVER	POLICE OFFICER	FT	\$ 86,268	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 21,325	\$ 5,349	\$ 1,251	\$ 1,000	\$ 128,552
PD	DEMETRAL	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ 1,000.00	\$ 14,548	\$ 967	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 164,609
PD	GALANIS	POLICE OFFICER	FT	\$ 97,712	\$ 6,000	\$ 2,931.36	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 24,154	\$ 6,058	\$ 1,417	\$ 1,000	\$ 146,631
PD	GONZALEZ	POLICE SERGEANT	FT	\$ 136,143	\$ 6,000	\$ 600.00	\$ 14,233	\$ 1,217	\$ 42	\$ -	\$ 33,655	\$ 8,441	\$ 1,974	\$ 1,000	\$ 203,305
PD	GRAY	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ 1,500.00	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 156,911
PD	HULL	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ 3,196.77	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 174,906
PD	JASUTIS	POLICE OFFICER	FT	\$ 106,559	\$ 1,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 150,411
PD	JOHNSON	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ 3,196.77	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 158,608
PD	KARNER	POLICE OFFICER	FT	\$ 91,110	\$ 6,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 22,522	\$ 5,649	\$ 1,321	\$ 1,000	\$ 151,259
PD	KLIMA	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 155,411
PD	LESSNER	POLICE OFFICER	FT	\$ 85,641	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 21,170	\$ 5,310	\$ 1,242	\$ 1,000	\$ 127,722
PD	LINDHOLM	POLICE OFFICER	FT	\$ 89,155	\$ 6,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 22,039	\$ 5,528	\$ 1,293	\$ 1,000	\$ 148,671
PD	LOPEZ	SOCIAL WORKER	FT	\$ 71,563	\$ -	\$ -	\$ 14,233	\$ 1,217	\$ 42	\$ 5,195	\$ -	\$ 4,437	\$ 1,038	\$ 375	\$ 98,100
PD	LOZANO	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 55,699	\$ 165	\$ 600.00	\$ 14,233	\$ 1,217	\$ 42	\$ 4,044	\$ -	\$ 3,453	\$ 808	\$ 375	\$ 80,636
PD	MAYYOU	POLICE SERGEANT	FT	\$ 138,207	\$ 8,000	\$ 4,146.21	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 34,165	\$ 8,569	\$ 2,004	\$ 1,000	\$ 219,748
PD	MAGANA	POLICE OFFICER	FT	\$ 80,723	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 19,955	\$ 5,005	\$ 1,170	\$ 1,000	\$ 121,212
PD	MEYN	POLICE OFFICER	FT	\$ 102,550	\$ 6,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 25,350	\$ 6,358	\$ 1,487	\$ 1,000	\$ 166,402
PD	NIETE	POLICE SERGEANT	FT	\$ 138,207	\$ 8,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 34,165	\$ 8,569	\$ 2,004	\$ 1,000	\$ 199,303
PD	NOVAK	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ -	\$ 14,233	\$ 1,217	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 163,545
PD	O'NEILL	POLICE OFFICER	FT	\$ 93,850	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 23,200	\$ 5,819	\$ 1,361	\$ 1,000	\$ 138,588
PD	PALKO	COMMANDER	FT	\$ 149,145	\$ -	\$ -	\$ 14,233	\$ 1,217	\$ 42	\$ -	\$ 36,869	\$ 9,247	\$ 2,163	\$ 1,000	\$ 213,916
PD	PETER	POLICE OFFICER	FT	\$ 80,723	\$ 6,000	\$ -	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 19,955	\$ 5,005	\$ 1,170	\$ 1,000	\$ 121,212
PD	PUSKARIC	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 171,709
PD	RICEDORF	POLCE SERGEANT	FT	\$ 138,207	\$ 8,000	\$ 4,146.21	\$ 14,233	\$ 1,217	\$ 42	\$ -	\$ 34,165	\$ 8,569	\$ 2,004	\$ 1,000	\$ 211,583
PD	RIPPINGER	EXECUTIVE ASSISTANT	FT	\$ 90,704	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 6,585	\$ -	\$ 5,624	\$ 1,315	\$ 375	\$ 128,260
PD	RITTER	POLICE OFFICER	FT	\$ 79,820	\$ 6,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 19,732	\$ 4,949	\$ 1,157	\$ 1,000	\$ 136,315
PD	SANDERS	DEPUTY CHIEF OF POLICE	FT	\$ 157,928	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 39,040	\$ 9,792	\$ 2,290	\$ 1,000	\$ 233,706
PD	SCHWEISTHAL	POLICE OFFICER	FT	\$ 106,559	\$ 6,000		\$ 14,548	\$ 967	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 163,609
PD	SMITH	POLICE OFFICER	FT	\$ 105,155	\$ 6,000	\$ 1,000.00	\$ 6,834	\$ 483	\$ 42	\$ -	\$ 25,994	\$ 6,520	\$ 1,525	\$ 1,000	\$ 154,552

Dept.	Last Name	Position	Status	Base Wages (FY26 estimate)	Budgeted Overtime*	Specialty Pay / Bonus	Health Insurance	Dental Insurance	Life / AD&D Insurance	IMRF	Police Pension	FICA	Medicare	Uniform Allowance	Grand Total
PD	SMITH	CHIEF OF POLICE	FT	\$ 172,460	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 42,632	\$ 10,693	\$ 2,501	\$ 1,000	\$ 252,942
PD	STRANSKY	POLICE SERGEANT	FT	\$ 138,207	\$ 8,000	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 34,165	\$ 8,569	\$ 2,004	\$ 1,000	\$ 215,601
PD	URIOSTEGUI	POLICE OFFICER	FT	\$ 104,555	\$ 6,000	\$ 600.00	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 25,846	\$ 6,482	\$ 1,516	\$ 1,000	\$ 169,656
PD	VILLA	POLICE OFFICER	FT	\$ 106,559	\$ 6,000	\$ 600.00	\$ 21,948	\$ 1,667	\$ 42	\$ -	\$ 26,341	\$ 6,607	\$ 1,545	\$ 1,000	\$ 172,309
PD	WINKLER	POLICE SUPPORT SERVICES SUPERVISOR	FT	\$ 78,050	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 5,666	\$ -	\$ 4,839	\$ 1,132	\$ 375	\$ 113,719
PW	BARTALONE	FLEET MECHANIC II	FT	\$ 72,048	\$ 10,200	\$ -	\$ 14,233	\$ 1,217	\$ 42	\$ 5,231	\$ -	\$ 4,467	\$ 1,045	\$ 600	\$ 109,083
PW	BOWER	MAINTENANCE WORKER II	FT	\$ 71,382	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 5,182	\$ -	\$ 4,426	\$ 1,035	\$ 600	\$ 100,184
PW	BROWN	MAINTENANCE WORKER II	FT	\$ 71,382	\$ 10,200	\$ -	\$ 14,233	\$ 1,217	\$ 42	\$ 5,182	\$ -	\$ 4,426	\$ 1,035	\$ 600	\$ 108,317
PW	BRZOSKA	MAINTENANCE WORKER II	FT	\$ 71,382	\$ 10,200	\$ 300.00	\$ 14,548	\$ 967	\$ 42	\$ 5,182	\$ -	\$ 4,426	\$ 1,035	\$ 600	\$ 108,682
PW	CAREY	WATER TREATMENT PLANT OPERATOR	FT	\$ 74,860	\$ 10,200	\$ 900.00	\$ 6,834	\$ 483	\$ 42	\$ 5,435	\$ -	\$ 4,641	\$ 1,085	\$ 600	\$ 105,080
PW	ERB	MAINTENANCE WORKER I	FT	\$ 65,518	\$ 10,200	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 4,757	\$ -	\$ 4,062	\$ 950	\$ 600	\$ 109,744
PW	GREER	MAINTENANCE WORKER I	FT	\$ 60,899	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,421	\$ -	\$ 3,776	\$ 883	\$ 600	\$ 88,138
PW	GRZETIC	MAINTENANCE WORKER II	FT	\$ 68,138	\$ 10,200	\$ -	\$ 14,548	\$ 967	\$ 42	\$ 4,947	\$ -	\$ 4,225	\$ 988	\$ 600	\$ 104,654
PW	JACKSON	WATER TREATMENT PLANT OPERATOR	FT	\$ 72,563	\$ 10,200	\$ 300.00	\$ 6,834	\$ 483	\$ 42	\$ 5,268	\$ -	\$ 4,499	\$ 1,052	\$ 600	\$ 101,841
PW	MOSS	WATER & SEWER SUPERINTENDENT	FT	\$ 114,299	\$ -	\$ 900.00	\$ 6,834	\$ 435	\$ 42	\$ 8,298	\$ -	\$ 7,087	\$ 1,657	\$ 600	\$ 140,151
PW	MASON	EXECUTIVE ASSISTANT	FT	\$ 71,833	\$ 500	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 5,215	\$ -	\$ 4,454	\$ 1,042	\$ -	\$ 106,700
PW	MILLER	FORESTRY TECHNICIAN II	FT	\$ 65,518	\$ 10,200	\$ 500.00	\$ 6,834	\$ 483	\$ 42	\$ 4,757	\$ -	\$ 4,062	\$ 950	\$ 600	\$ 93,945
PW	KELLOGG	MAINTENANCE WORKER I	FT	\$ 58,816	\$ 10,200	\$ -	\$ -	\$ -	\$ 42	\$ 4,270	\$ -	\$ 3,647	\$ 853	\$ 600	\$ 78,427
PW	MUNDER	WATER TREATMENT PLANT OPERATOR	FT	\$ 76,253	\$ 10,200	\$ 300.00	\$ 21,948	\$ 1,667	\$ 42	\$ 5,536	\$ -	\$ 4,728	\$ 1,106	\$ 600	\$ 122,379
PW	MURPHY	STREETS SUPERINTENDENT	FT	\$ 119,626	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 8,685	\$ -	\$ 7,417	\$ 1,735	\$ 600	\$ 161,719
PW	ORR	BUILDING MAINTENANCE TECHNICIAN	FT	\$ 60,878	\$ 10,200	\$ -	\$ -	\$ 483	\$ 42	\$ 4,420	\$ -	\$ 3,774	\$ 883	\$ 600	\$ 81,280
PW	PADILLA	BUILDING MAINTENANCE SUPERVISOR	FT	\$ 75,290	\$ 10,200	\$ -	\$ 14,548	\$ 967	\$ 42	\$ 5,466	\$ -	\$ 4,668	\$ 1,092	\$ 600	\$ 112,872
PW	PFAFF	FORESTRY SUPERVISOR	FT	\$ 82,815	\$ 10,200	\$ 800.00	\$ 6,834	\$ 483	\$ 42	\$ 6,012	\$ -	\$ 5,135	\$ 1,201	\$ 600	\$ 114,121
PW	ROJAS	FORESTRY TECHNICIAN	FT	\$ 56,818	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,125	\$ -	\$ 3,523	\$ 824	\$ 600	\$ 83,448
PW	THOMAS	MAINTENANCE WORKER II	FT	\$ 67,816	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,923	\$ -	\$ 4,205	\$ 983	\$ 600	\$ 96,086
PW	TORRES	MAINTENANCE WORKER I	FT	\$ 58,547	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 4,251	\$ -	\$ 3,630	\$ 849	\$ 600	\$ 85,435
PW	WILLIS	FLEET MAINTENANCE SUPERVISOR	FT	\$ 99,630	\$ 10,200	\$ -	\$ 6,834	\$ 483	\$ 42	\$ 7,233	\$ -	\$ 6,177	\$ 1,445	\$ 600	\$ 132,644
PW	WOLF	DIRECTOR OF PUBLIC WORKS	FT	\$ 168,537	\$ -	\$ -	\$ 21,948	\$ 1,667	\$ 42	\$ 12,236	\$ -	\$ 10,449	\$ 2,444	\$ 600	\$ 217,923

*overtime hours not guaranteed.

Employee Benefits		
Paid Holidays		
New Year's Day	Labor Day	
Martin Luther King, Jr. Day	Veterans' Day	
Presidents' Day	Thanksgiving Day	
Memorial Day	Day after Thanksgiving	
Juneteenth	Christmas Eve	
Independence Day	Christmas Day	
Personal Day		
Employees who are covered under the collective bargaining agreement between the Village of Montgomery and the Metropolitan Alliance of Police Montgomery Chapter #333 receive two (2) personal days per calendar year.		

Vacation Leave		
Years of Service	Bi-Weekly Earned Rate	Total Annual Vacation Hours
0 to 4 Years	3.08 hours	80 hours
5 to 8 Years	4.62 hours	120 hours
9 to 14 Years	6.16 hours	160 hours
15+ Years	7.70 hours	200 hours

Sick Leave	
Regular full-time employees shall earn 3.96 hours bi-weekly (96 hours annually). Eligible employees budgeted to work less than 40 hours per week shall earn sick leave on a prorated basis based upon all hours budgeted to be worked bi-weekly.	