

**AN ORDINANCE ADOPTING THE FY2026 COMPENSATION PLAN FOR  
EMPLOYEES OF THE CITY OF ROLLING MEADOWS  
NOT SUBJECT TO COLLECTIVE BARGAINING**

**WHEREAS**, pursuant to sections 3.1-50-10 and 3.1-50-20 of the Illinois Municipal Code (65 ILCS 5/3.1-50-10, 5/3.1-50-20) and Section 2-230 of the City Code of the City of Rolling Meadows, the City Council of the City of Rolling Meadows is authorized to fix the salary or other compensation of its municipal employees by ordinance; and

**WHEREAS**, pursuant to the Employee Manual of the City of Rolling Meadows, the City Manager has reviewed and made recommendations on the compensation of employees of the City not subject to collective bargaining (non-union employees), for Fiscal Year 2026, and recommends an increase in the salaries or pay rates for said non-union employees of 2.0% effective January 1, 2026; and

**WHEREAS**, the City Council has reviewed the recommendation of the City Manager and has determined that it is advisable, necessary and in the best interest of the City to authorize a pay increase to non-union employees of the City.

**NOW, THEREFORE, BE IT ORDAINED** by the City Council of the City of Rolling Meadows, Illinois, as follows:

**Section 1:** The facts and statements contained in the preambles to this Ordinance are found to be true and correct and are hereby adopted as part of this Ordinance.

**Section 2:** The City Council hereby authorizes and approves a 2.0% increase to the current salaries or pay rates of City employees not subject to collective bargaining, effective January 1, 2026 and hereby authorizes the City of Rolling Meadows Compensation Plan for FY2026 as attached to this Ordinance as Exhibit A.

**Section 3:** This Ordinance shall be printed and published in pamphlet form by order of the City Council of the City of Rolling Meadows, Illinois.

**Section 4:** This Ordinance shall be in full force and effect from and after its passage, approval and publication as provided by law.

AYES: Boucher, Reyez, Koehler, McHale, Budmats, O'Brien

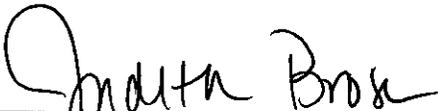
NAYS: 0

ABSENT: Vinezeano

Passed and approved this 16<sup>th</sup> day of December, 2025.

  
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Lara Sanoica, Mayor

ATTEST:

  
\_\_\_\_\_  
Judith Brose, Deputy City Clerk

**City of Rolling Meadows Compensation Plan for FY2026**  
**Non-Collective Bargaining Unit Employees**  
**Effective January 1, 2026, via Ordinance No. 25-77**

Grade	Title	Annual/Hourly	Minimum	Midpoint	Maximum
1	City Manager	Compensation set by employment agreement via Res. 23-R-32 as amended by Res. 24-R-15			
2	Asst. City Manager/Com. Dev. Director	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Chief of Police	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Finance Director	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Fire Chief	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Public Works Director	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Chief Information Officer	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
2	Human Services Director	Annual	150,062.71	174,442.83	198,822.95
		Hourly	72.15	83.87	95.59
3	Deputy Fire Chief	Annual	139,560.76	162,233.84	184,906.91
		Hourly	67.10	78.00	88.90
3	Deputy Police Chief	Annual	139,560.76	162,233.84	184,906.91
		Hourly	67.10	78.00	88.90
4	Assistant Public Works Director/City Engineer	Annual	133,106.67	149,876.43	166,646.17
		Hourly	63.99	72.06	80.12
6	Assistant Finance Director	Annual	105,630.95	125,317.38	145,003.81
		Hourly	50.78	60.25	69.71
6	Deputy Community Development Director	Annual	105,630.95	125,317.38	145,003.81
		Hourly	50.78	60.25	69.71
6	Deputy Chief Information Officer	Annual	105,630.95	125,317.38	145,003.81
		Hourly	50.78	60.25	69.71
6	Public Work Superintendent	Annual	105,630.95	125,317.38	145,003.81
		Hourly	50.78	60.25	69.71
7	Public Works Supervisor	Annual	91,925.92	117,515.31	143,104.69
		Hourly	44.20	56.50	68.80
7	Assistant to the City Manager	Annual	91,925.92	117,515.31	143,104.69
		Hourly	44.20	56.50	68.80
7	Human Resources Manager	Annual	91,925.92	117,515.31	143,104.69
		Hourly	44.20	56.50	68.80
8	Communications and Events Coordinator	Annual	82,295.13	111,617.80	140,940.46
		Hourly	39.56	53.66	67.76
8	Deputy City Clerk	Annual	82,295.13	111,617.80	140,940.46
		Hourly	39.56	53.66	67.76
9	Financial Analyst	Annual	67,172.47	83,374.59	99,576.71
		Hourly	32.29	40.08	47.87
9	Management Analyst	Annual	67,172.47	83,374.59	99,576.71
		Hourly	32.29	40.08	47.87
9	Planner	Annual	67,172.47	83,374.59	99,576.71
		Hourly	32.29	40.08	47.87
9	Fire Inspector	Annual	67,172.47	83,374.59	99,576.71
		Hourly	32.29	40.08	47.87
10	Administrative Assistant	Annual	56,638.06	68,787.54	80,937.02
		Hourly	27.23	33.07	38.91
PT-1	Intern	Hourly	15.00	18.37	21.73
PT-1	Seasonal Laborer	Hourly	15.00	18.37	21.73
PT-2	Crossing Guard	Hourly	15.00	17.19	19.38