



Four Rivers Sanitation Authority  
 Public Act 97-0609 Re: Open Meeting Act Amendment  
 Employee Total Compensation Report  
 Fiscal Year 2026-2027

Last Name	First Name	Position Title	Department	Budgeted						Grand Total		
				Salary	IMRF	FICA	Health	Dental	Life	Salaries & Benefits	Vacation Days	Sick Days
ADAM	WARREN	PROJECT ENGINEER III	ENG	132,463	9,034	10,133	31,859	1,312	112	184,913	26	12
ALBINO	ROBERTO	UTILITY TECHNICIAN	SWR CONSTR	48,880	3,334	3,739	36,366	1,312	112	93,742	11	12
ALCARAZ AMECA	JOSE	UTILITY TECHNICIAN	SWR CONSTR	55,286	3,771	4,229	17,718	1,312	112	82,428	11	12
ASCHIM	LEE	ASSISTANT DIRECTOR ENGINEERING	ENG	143,549	9,790	10,981	36,366	1,312	112	202,109	15	12
BAER	CHRISTOPHER	EXECUTIVE DIRECTOR	ADMIN	195,000	13,299	14,918	36,366	1,312	112	261,006	20	12
BARBER	SCOTT	VACUUM JETTER OPERATOR	SWR MAINT	81,349	5,548	6,223	24,493	806	112	118,531	23	12
BARRETT	NICKOLAS	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	14,265	376	112	117,183	16	12
BERNARD	ASHLEY	ASST DIR PL_OP_CS	IWS	146,941	10,021	11,241	14,265	376	112	182,956	18	12
BORCHERTS	DAKOTA	EQUIPMENT OPERATOR	SWR CONSTR	78,146	5,330	5,978	31,859	1,312	112	122,736	17	12
BROCK	BRANDON	MAINTENANCE MECHANIC	PL & LS	89,482	6,103	6,845	36,366	1,312	112	140,219	18	12
BROOKS	RICKY	MAINTENANCE MECHANIC	PL & LS	89,482	6,103	6,845	36,366	1,312	112	140,219	26	12
BUSHNELL	KARINA	CUSTOMER SERVICE REPRESENTATIV	CUST SVC	63,939	4,361	4,891	21,460	1,312	112	96,075	11	12
BUSKER	MEGHAN	LAB ANALYST II	LAB	85,259	5,815	6,522	36,366	1,312	112	135,385	19	12
CALVIN	KWAME	ASST DIR INT SVCS	IT	146,941	10,021	11,241	36,366	1,312	112	205,992	17	12
CAMPBELL	MATTHEW	DIRECTOR OF ENGINEERING	ENG	159,758	10,895	12,221	36,366	1,312	112	220,664	19	12
CHRISTENSEN	MICHAEL	DIRECTOR OF PLANT OPERATIONS	PLANT OPS	161,778	11,033	12,376	24,493	806	112	210,598	17	12
CHRISTIANSEN	BENJAMIN	SURVEY FIELD OPERATION MANAGER	ENG	136,713	9,324	10,459	36,366	1,312	112	194,284	18	12
COX	COURTNEY	CUSTOMER SERVICE TEAM LEAD	CUST SVC	69,659	4,751	5,329	12,499	1,312	112	93,661	19	12
COX	CRAIG	PROJECT ENGINEER II TECH ASSOC	ENG	113,204	7,721	8,660	24,035	376	112	154,107	23	12
DAILY	MICHAEL	PROGRAMMER/ANALYST	IT	110,030	7,504	8,417	14,265	376	112	140,704	22	12
DAMEIER	WILLIAM	ENG TECH DESIGN	ENG	118,290	8,067	9,049	21,060	1,312	112	157,890	26	12
DAUGHENBAUGH	DAVID	DISTRICT FLEET MANAGER	VEH MAINT	114,644	7,819	8,770	24,493	806	112	156,644	24	12
DETERS	KOREY	SEWER CONSTRUCTION LEAD	SWR CONSTR	93,808	6,398	7,176	31,859	1,312	112	140,665	19	12
ETCHIN	ROSETTA	INVENTORY CLERK	VEH MAINT	58,802	4,010	4,498	14,265	376	112	82,063	22	12
FARMER	JOHN	PROGRAMMER/ANALYST	IT	110,030	7,504	8,417	24,035	806	112	150,904	24	12
FISCHER	WARREN	SEWER CONSTRUCTION LEAD	SWR CONSTR	93,808	6,398	7,176	14,265	376	112	122,135	17	12
FREEMAN	CHARLES	UTILITY TECH LOCATOR	SWR MAINT	74,006	5,047	5,661	24,493	806	112	110,126	22	12
FRERICHS	DAVID	NETWORK ADMINISTRATOR	IT	110,030	7,504	8,417	14,265	376	112	140,704	19	12
FRITZ	ROGER	MAINTENANCE ELECTRICIAN	PL & LS	89,482	6,103	6,845	24,493	806	112	127,840	18	12
FRY	DEAN	PLANT OPS MAINTENACE MANAGER	PL & LS	123,235	8,405	9,427	14,265	806	112	156,250	16	12
GARCIA	ZACKARY	UTILITY TECHNICIAN	SWR CONSTR	63,648	4,341	4,869	14,265	376	112	87,611	11	12
GILBERT	CHRISTY	SUPPORT SERVICES COORDINATOR	COLL SYS	85,259	5,815	6,522	24,493	806	112	123,007	23	12
GLOWA	DENA	SENIOR ACCOUNTANT	FIN	109,653	7,478	8,388	36,366	1,312	112	163,309	16	12
GOOD	ANGELA	ENGINEERING ADMINISTRATOR	ENG	76,606	5,225	5,860	12,499	376	112	100,678	22	12
GRACEFFA	BRIAN	MAINTENANCE ELECTRICIAN	PL & LS	89,482	6,103	6,845	36,366	1,312	112	140,219	21	12
GRUHN	KYLE	ENG TECH DESIGN	ENG	118,290	8,067	9,049	36,366	1,312	112	173,195	21	12
HACKETT	RYAN	EQUIPMENT OPERATOR	SWR CONSTR	77,813	5,307	5,953	14,265	376	112	103,825	16	12
HALVORSON	LUKE	SEWER CONSTRUCTION LEAD	SWR CONSTR	93,808	6,398	7,176	36,366	1,312	112	145,171	17	12
HARSHBARGER	MICHAEL	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	21,060	806	112	124,407	16	12
HAUSER	KURT	COLLECTION SYSTEMS MAINT MGR	SWR MAINT	123,235	8,405	9,427	31,859	1,312	112	174,350	26	12



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HERNANDEZ	JENNIFER	LAB ANALYST I	LAB	52,000	3,546	3,978	36,366	1,312	112	97,313	11	12
HESS	ANDREW	SENIOR CIVIL ENGINEER - PM	ENG	125,006	8,525	9,563	36,366	1,312	112	180,883	11	12
HOCHKAMMER	ADAM	UTILITY TECH LOCATOR	SWR MAINT	74,006	5,047	5,661	14,265	376	112	99,468	20	12
HOWARD	DUSTIN	UTILITY TECHNICIAN	SWR CONSTR	56,722	3,868	4,339	-	-	112	65,041	11	12
HYSER	GARRETT	IWS COMPLIANCE TECHNICIAN	IWS	89,482	6,103	6,845	36,366	1,312	112	140,219	11	12
JAIME	NORA	CUSTOMER SERVICE REPRESENTATIV	CUST SVC	64,438	4,395	4,930	14,265	376	112	88,516	11	12
JANCZAK	LUCAS	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	14,265	376	112	117,183	17	12
JIMENEZ	VERONICA	BILINGUAL CUSTOMER SERVICE REP	CUST SVC	64,438	4,395	4,930	14,265	1,312	112	89,451	16	12
JOHNSON	JHAUNIA	PLANT OPERATIONS TECH CLERK	IWS	70,678	4,820	5,407	14,265	806	112	96,089	26	12
JULIANO	PAUL	ENGINEER CONSTRUCTION TECH II	ENG	95,306	6,500	7,291	36,366	1,312	112	146,885	22	12
KARR	RYAN	MAINTENANCE ELECTRICIAN	PL & LS	89,482	6,103	6,845	31,859	1,312	112	135,712	17	12
KING	JEREMY	TECH EQUIP/TV TRUCK OPERATOR	SWR MAINT	89,482	6,103	6,845	36,366	1,312	112	140,219	21	12
KINK	CAITLIN	GIS CONSTRUCTION CLERK	SWR MAINT	85,259	5,815	6,522	-	-	112	97,708	18	12
KINK	JUSTIN	GIS ADMINISTRATOR I	ENG	91,104	6,213	6,969	36,366	1,312	112	142,076	18	12
KITTOE	FAY	CUSTOMER SERVICE REPRESENTATIV	CUST SVC	64,438	4,395	4,930	-	1,312	112	75,186	16	12
KRUMWIEDE	CATHERINE	LAB ANALYST I	LAB	74,006	5,047	5,661	36,366	1,312	112	122,504	16	12
LADD	BRETT	PRETREATMENT COORDINATOR	IWS	89,482	6,103	6,845	36,366	1,312	112	140,219	11	12
LAWRENCE	MELANIE	PLANT OPERATIONS COORDINATOR	PLANT OPS	85,259	5,815	6,522	14,265	376	112	112,349	17	12
LEONARD	MICHAEL	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	17,718	1,312	112	121,571	11	12
LYONS	MICHAEL	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	36,366	1,312	112	140,219	20	12
MALDONADO	JOSE	VACUUM JETTER OPERATOR	SWR MAINT	81,349	5,548	6,223	36,366	1,312	112	130,909	17	12
MANDUJANO	ALEJANDRO	SENIOR FINANCIAL ANALYST	FIN	114,644	7,819	8,770	36,366	1,312	112	169,022	16	12
MANDUJANO	ALEXIZ	UTILITY TECHNICIAN	SWR CONSTR	50,440	3,440	3,859	36,366	1,312	112	95,528	11	12
MARNER	ANDREW	MAINTENANCE MECHANIC	PL & LS	89,482	6,103	6,845	24,493	806	112	127,840	17	12
MCINTYRE	JAMIE	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	24,493	806	112	127,840	16	12
MIDTSEM	ERIN	LAB COORDINATOR	LAB	95,302	6,500	7,291	14,265	376	112	123,845	19	12
MITTEL	LISA	ASSISTANT DIRECTOR MGMNT SVCS	FIN	155,515	10,606	11,897	36,366	1,312	112	215,807	18	12
MONIGOLD	BRETT	SEWER CONSTRUCTION LEAD	SWR CONSTR	91,562	6,245	7,004	24,493	806	112	130,221	26	12
MONTANA	MICHAEL	ENGINEERING PERMIT TECHNICIAN	ENG	93,184	6,355	7,129	36,366	1,312	112	144,457	18	12
MORROW	GREGORY	DIESEL MECHANIC	VEH MAINT	89,482	6,103	6,845	-	-	112	102,541	16	12
MORROW	ZACHARY	UTILITY TECHNICIAN	SWR CONSTR	67,330	4,592	5,151	-	-	112	77,184	11	12
NELSON	CHRISTOPHER	ENGINEER TECHNOLOGIST SURVEYOR	ENG	110,032	7,504	8,417	14,265	376	112	140,707	17	12
OGDEN	CHASSIDY	CUSTOMER SERVICE REPRESENTATIV	CUST SVC	64,438	4,395	4,930	36,366	-	112	110,240	11	12
OSTRANDER	CHARLES	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	36,366	1,312	112	140,219	16	12
PATTERSON	BRITTANY	HUMAN RESOURCES MANAGER	HR	112,164	7,650	8,581	36,366	1,312	112	166,183	16	12
PENTICOFF	MONICA	ACCOUNT TECHNICIAN I	FIN	77,688	5,298	5,943	14,265	376	112	103,682	16	12
PETERSON	STEPHEN	WASTEWATER QUALITY MANAGER	IWS	132,463	9,034	10,133	36,366	1,312	112	189,419	22	12
PICKETT	BRANDON	UTILITY TECHNICIAN	SWR CONSTR	55,286	3,771	4,229	12,499	376	112	76,273	11	12
POLLARD	DANIEL	MAINTENANCE MECHANIC	PL & LS	89,482	6,103	6,845	24,493	806	112	127,840	26	12
POPE	STEVEN	IWS COMPLIANCE TECHNICIAN	IWS	89,482	6,103	6,845	14,265	-	112	116,807	23	12



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PURINGTON	ZACHARY	MAINTENANCE MECHANIC	PL & LS	89,482	6,103	6,845	36,366	1,312	112	140,219	19	12
QUINONES	AURORA	INVENTORY CLERK	VEH MAINT	58,802	4,010	4,498	14,265	376	112	82,063	16	12
RAFFERTY	JAY	TECH EQUIP/TV TRUCK OPERATOR	SWR MAINT	89,482	6,103	6,845	21,460	806	112	124,808	20	12
RAFFERTY	JONAH	TREATMENT PLANT OPERATOR	PLANT OPS	78,770	5,372	6,026	14,265	376	112	104,921	17	12
RALPH	GREGORY	PROCESS CONTROL TECHNICIAN	PLANT OPS	85,259	5,815	6,522	14,265	376	112	112,349	11	12
READER	JAMES	DIRECTOR OF COLLECTION SYSTEMS	COLL SYS	182,603	12,454	13,969	24,493	806	112	234,436	26	12
REEVERTS	GARY	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	36,366	1,312	112	140,219	26	12
RIVAS	ALEJANDRO	UTILITY TECHNICIAN	SWR CONSTR	57,117	3,895	4,369	12,499	376	112	78,368	11	12
ROACH	MELINDA	PURCHASING ADMIN SPECIALIST	FIN	77,688	5,298	5,943	24,493	806	112	114,340	19	12
ROMAN	JONATHAN	VACUUM JETTER OPERATOR	SWR MAINT	70,387	4,800	5,385	36,366	1,312	112	118,361	11	12
ROSS	BRANDON	EQUIPMENT OPERATOR	SWR CONSTR	77,813	5,307	5,953	24,035	1,312	112	114,531	16	12
SCHMIDT	CHRISTOPHER	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	24,493	806	112	127,840	20	12
SHATSAR	ANDREW	UTILITY TECHNICIAN	SWR CONSTR	48,880	3,334	3,739	36,366	1,312	112	93,742	11	12
SHURMACK	SANDRA	NETWORK ADMINISTRATOR	IT	110,030	7,504	8,417	14,265	376	112	140,704	16	12
SKINNER	SUSAN	EXECUTIVE SERVICES COORDINATOR	ADMIN	95,915	6,541	7,337	14,265	376	112	124,547	18	12
SLOCUM	KYLE	VACUUM JETTER OPERATOR	SWR MAINT	81,349	5,548	6,223	14,265	376	112	107,873	11	12
SMITH	LEE	CONTAINER TRUCK OPERATOR	SWR MAINT	70,678	4,820	5,407	36,366	1,312	112	118,695	26	12
SMITH	NOAH	COLLECTION SYSTEMS CONST MGR	SWR CONSTR	108,482	7,398	8,299	36,366	1,312	112	161,968	21	12
SMITH-PATTERSON	MICHELLE	CUSTOMER SERVICE REPRESENTATIV	CUST SVC	64,438	4,395	4,930	-	-	112	73,874	11	12
STAHL	WARREN	ENGINEER CONSTRUCTION TECH II	ENG	95,306	6,500	7,291	36,366	1,312	112	146,885	18	12
STOREY	DAVID	DIESEL MECHANIC	VEH MAINT	89,482	6,103	6,845	31,859	1,312	112	135,712	19	12
STRASSBURG	SCOT	PLANT ENGINEER DIV MANAGER	ENG	145,657	9,934	11,143	21,460	806	112	189,112	21	12
STROM	GREGORY	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	-	-	112	102,541	23	12
SVABAS	DARIUS	TREATMENT PLANT OPERATOR	PLANT OPS	84,947	5,793	6,498	14,265	376	112	111,992	11	12
SWEET	JASON	SURVEYOR TECHNICIAN	ENG	95,306	6,500	7,291	36,366	1,312	112	146,885	17	12
SYNOVE	NIKELLE	PROJECT ENGINEER II MGMT ASSOC	ENG	98,634	6,727	7,546	14,265	376	112	127,659	16	12
TASSONI	DAVID	PLANT OPS DIVISION MANAGER	PLANT OPS	123,235	8,405	9,427	14,265	376	112	155,820	17	12
TOEPFER	TIMOTHY	PROCESS SYSTEMS ENGINEER	PLANT OPS	136,713	9,324	10,459	36,366	1,312	112	194,284	26	12
UBIPARIPOVIC	MLADEN	TREATMENT PLANT OPERATOR	PLANT OPS	89,482	6,103	6,845	26,291	806	112	129,638	19	12
VACANT	VACANT	DIRECTOR	ADMIN	157,175	10,719	12,024	36,366	1,312	112	217,707	15	12
VACANT	VACANT	HR COORDINATOR	HR	62,722	4,278	4,798	36,366	1,312	112	109,587	11	12
VACANT	VACANT	ENGINEERING CONSTRUCTION TECHNICIAN I	ENG	66,570	4,540	5,093	36,366	1,312	112	113,992	11	12
VACANT	VACANT	SENIOR BLDG REPAIR TECH	BLDG GRNDS	76,898	5,244	5,883	36,366	1,312	112	125,814	11	12
VASQUEZ	BENJAMIN	UTILITY TECHNICIAN	SWR CONSTR	67,330	4,592	5,151	14,265	376	112	91,825	11	12
VECCHIONE	DAMION	UTILITY TECHNICIAN	SWR CONSTR	67,330	4,592	5,151	14,265	376	112	91,825	11	12
WATKINS	LOGAN	PAYROLL TECHNICIAN	FIN	80,621	5,498	6,167	12,499	376	112	105,273	11	12
WHITE	GERARD	CUSTOMER SERVICE MANAGER	CUST SVC	112,945	7,703	8,640	36,366	1,312	112	167,077	16	12
WOLTER	QUINN	UTILITY TECHNICIAN	SWR CONSTR	60,590	4,132	4,635	24,035	1,312	112	94,816	11	12
WOMAC	GUNNAR	VACUUM JETTER OPERATOR	SWR MAINT	64,750	4,416	4,953	36,366	1,312	112	111,909	11	12