

VILLAGE OF BOLINGBROOK
Total Compensation Package
Fiscal year 2017

FIRST NAME	LAST NAME	POSITION	1. Annual Salary; No bonuses	2. Health Insurance (Footnote A)	3. Vehicle Allowance	3. Uniform Allowance	5. Vacation Days (Footnote B)
JAMES	ALBRIGHT	POLICE OFFICER	92,050			1,000	17
STEPHEN	ALEXANDER	POLICE OFFICER	92,028			1,000	20
CHRISTOPHER	ALIOTO	FIRE FIGHTER/PARAMEDIC PLATOON	86,697				10
JOHN	ALVARADO	POLICE OFFICER	91,438			1,000	20
LUCAS	ANDERSON	POLICE OFFICER	74,550			1,000	10
ROBERT	ARMSTRONG	POLICE OFFICER	87,706			1,000	10
JASON	ARTHUR	WASTEWATER OPERATOR RECLAMATION	60,133				18
ANTHONY	AUSTIN	WASTEWATER OPERATOR RECLAMATION	76,334				20
NICHOLAS	AZZO	POLICE OFFICER	94,854			1,000	20
BRIGITTE	BALCER	POLICE OFFICER	96,544			1,000	15
JUSTIN	BALCER	FIRE FIGHTER/PARAMEDIC PLATOON	86,697				8
RONALD	BANDA	FIRE PLATOON BATTALION CHIEF	117,942				12
TIMOTHY	BERKERY	FIRE FIGHTER/PARAMEDIC PLATOON	86,697				10
JASON	BLATTI	FIRE FIGHTER/PARAMEDIC PLATOON	73,694				4
JAMES	BLOCK	POLICE OFFICER	91,550			1,000	15
REGINA	BOBIKIEWICZ	ASSISTANT TO MAYOR	82,688				25
ROBERT	BOEHNKE	POLICE OFFICER	97,802			1,000	15
SCOTT	BOVYN	FIRE FIGHTER/PARAMEDIC PLATOON	86,697				7
STEVEN	BOYLES	FIRE FIGHTER PLATOON	81,405				10
DANIEL	BRADLEY	FIRE PREVENTION INSPECTOR PLATOON	85,477				10
KEVIN	BRAMWELL	FIRE FIGHTER/PARAMEDIC PLATOON	86,697				9
WAYNE	BRAUCHLER	FIRE FIGHTER PLATOON	82,405				12
JOSEPH	BRICK	POLICE SERGEANT	118,120				25
CHRISTOPHER	BROPHY	FIRE FIGHTER/PARAMEDIC PLATOON	102,568				9
BENJAMIN	BRUS	WASTEWATER OPERATOR RECLAMATION	77,085				20
MARK	BUETTNER	FIRE FIGHTER/PARAMEDIC PLATOON	85,477				7
DANIEL	BUONAMICI	BUILDING COMMISSIONER	114,507				20
RICHARD	BURDETT	POLICE OFFICER	96,828			1,000	20
JAMES	BURKE	POLICE OFFICER	89,826			1,000	15
DAVID	BUTCHER	FIRE FIGHTER/PARAMEDIC PLATOON	87,697				12
BRIAN	CALDERON	FORESTER	66,573				19
RUBEN	CALDERON	EQUIPMENT OPERATOR CONCRETE	75,773				20
SERGIO	CALLEROS	FIRE FIGHTER/PARAMEDIC PLATOON	102,568				10
DAVID	CAMERON	SENIOR ACCOUNTANT	60,445				18
PHILLIP	CARPENTER	EQUIPMENT OPERATOR FORESTRY	72,561				20
JOSEPH	CASSIDY	POLICE OFFICER	96,360			1,000	20

ADRIANA	CASTANEDA	SECT	58,996		20
JIMMY	CHAU	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
ROGER	CLAAR	MAYOR, LIQUOR AND TOBACCO COMMISSIONER	150,176	6,000	25
ROSA	COJULUN	FINANCE DIRECTOR	112,066	6,000	16
LUIS	COLLAZO	CAD	60,874		19
ANTHONY	COLUMBUS	POLICE LIEUTENANT	122,421		20
JON	COSTION	POLICE OFFICER	91,550	1,000	16
JAMES	COUGHLIN	POLICE LIEUTENANT	128,466		25
CHRISTOPHER	CROFFORD	POLICE OFFICER	88,786	1,000	15
HENRY	CUNNINGHAM	POLICE OFFICER	96,354	1,000	25
BRANDON	CUSACK	POLICE OFFICER	74,550	1,000	10
JAMES	DAUNIS	POLICE OFFICER	92,550	1,000	25
SALVATORE	DAVI	POLICE OFFICER	97,472	1,000	20
WILLIAM	DAVIDEK	EQUIPMENT OPERATOR FORESTRY	74,888		25
ALEXIS	DAVIS	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		8
CLARENCE	DEBOLD	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		8
GUY	DEGRADO	FORESTER	74,932		20
MARK	DICKEN	POLICE OFFICER	92,950	1,000	25
FRANK	DIGIOVANNI	FIRE FIGHTER/PARAMEDIC PLATOON	103,568		12
JEFFREY	DRABEK	POLICE SERGEANT	119,036		25
DONALD	DRAKSLER	POLICE OFFICER	94,674	1,000	25
JOSEPH	DROBNEY	FIRE FIGHTER/PARAMEDIC PLATOON	73,694		4
DANIEL	DUTKIEWICZ	MECHANIC	82,268		15
BRANT	DUVAL	POLICE SERGEANT	118,786		20
MICHAEL	DWYER	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
MATTHEW	EASTMAN	PLANNING ZONING ADMINISTRATOR	85,396		15
KENNETH	ENDA	FACILITIES SUPERINTENDENT	112,054		25
KEVIN	ENGEL	FORESTER	74,557		19
LUIS	ESCOBAR	POLICE OFFICER	94,468	1,000	20
CHAMP	EVANS	POLICE SERGEANT	118,786		20
JOSEPH	FAGAN	FIRE LIEUTENANT PLATOON	102,568		10
ROBERT	FAGUST	FIRE FIGHTER/PARAMEDIC PLATOON	87,697		12
JAMES	FARRELL	ASSISTANT TO MAYOR/TECHNOLOGY DIRECTOR	90,480		15
STEVEN	FICEK	POLICE OFFICER	78,717	1,000	10
TIMOTHY	FLYNN	FIRE FIGHTER PLATOON	82,805		12
KENNETH	FOSTER	MECHANIC	84,725		15
PATRICIA	FOSTER	SECT	58,526		25
BETHANY	FOY	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
GEORGE	FOY	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
JASON	FREDERICK	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
JASON	FUGGITI	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
JAMES	FUGMAN	EQUIPMENT OPERATOR FORESTRY	66,573		19
STEVEN	FURTEK	POLICE OFFICER	93,630	1,000	25

THOMAS	GALLAS	POLICE SERGEANT	112,325		17
TRINIDAD	GARZA	DEPUTY FIRE CHIEF	134,339		25
BRIAN	GASTON	FIRE PREVENTION INSPECTOR PLATOON	85,477		9
MICHELLE	GEIER	POLICE OFFICER	91,188	1,000	18
BRANDON	GENTRY	POLICE OFFICER	89,430	1,000	15
CHRISTOPHER	GEORGEFF	POLICE OFFICER	95,104	1,000	20
AARON	GIESER	POLICE OFFICER	77,144	1,000	10
JUAN	GOMEZ	FIRE FIGHTER PLATOON	81,405		10
MATTHEW	GORMAN	POLICE OFFICER	93,470	1,000	15
DANIEL	GRAFF	FIRE PLATOON BATTALION CHIEF	117,942		12
JAMES	GRAY	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
MICHAEL	GREGORY	FOREMAN WATER RECLAMATION	101,493		25
JOSEPH	GRUBEN	POLICE OFFICER	75,630	1,000	10
BRIAN	HAFNER	POLICE LIEUTENANT	128,466		25
MICHAEL	HALEY	WASTEWATER OPERATOR RECLAMATION	78,862		25
JONATHAN	HALL	BUILDING INSPECTOR	83,195		25
MARTIN	HALL	EQUIPMENT OPERATOR ASPHALT	74,742		25
ALAN	HAMPTON	POLICE OFFICER	92,912	1,000	17
MICHAEL	HARVEY	POLICE OFFICER	98,302	1,000	20
DAVID	HENZLER	POLICE OFFICER	93,992	1,000	17
CRUZ	HERRERA	FOREMAN STORM WATER/MAINTENANCE	101,493		25
MICHAEL	HERZOG	EQOP	55,906		18
DENNIS	HESS	POLICE COMMANDER	130,005		25
MARJORIE	HIGENS	POLICE OFFICER	88,786	1,000	15
NICHOLAS	HIGENS	POLICE OFFICER	93,992	1,000	19
JOSEPH	HILBRUNER	POLICE OFFICER	95,694	1,000	19
JOHN	HILD	POLICE LIEUTENANT	123,960		25
RICHARD	HILLIARD	POLICE LIEUTENANT	125,335		25
KEVIN	HOPKINS	POLICE OFFICER	91,550	1,000	15
SUSAN	HORGAN	ENFO	56,737		15
EDGAR	HUGHES	FIRE LIEUTENANT PLATOON	103,568		12
JEFFREY	INTRAVAIA	FORESTER	74,492		25
JOHN	IVLOW	POLICE OFFICER	91,688	1,000	25
WADE	JACOBI	ASSISTANT TO DIRECTOR-UTILITIES	120,035		25
STEVE	JAHNKE	POLICE OFFICER	98,222	1,000	19
JOSEPH	JAY	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
DERICE	JOHNSON	EQUIPMENT OPERATOR BUILDING AND GROUNDS	73,127		18
MICHAEL	JOHNSON	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		10
CARROLL	JONES	EQUIPMENT OPERATOR ASPHALT	75,457		25
CHRISTOPHER	JOSTES	FIRE FIGHTER/PARAMEDIC PLATOON	102,568		8
JEFFREY	JUERGENS	MAINTENANCE TECH STORM WATER	78,712		25
RANDY	KAINRATH	CODE ENFORCEMENT	60,575		25
ROBERT	KALIS	EQUIPMENT OPERATOR BUILDING AND GROUNDS	74,247		25

NICHOLAS	KEEDY	POLICE OFFICER	91,768	1,000	15
MARIA	KEENE	ADMINISTRATIVE AIDE PUBLIC WORKS	65,264		15
MARYROSE	KENDALL	POLICE OFFICER	75,630	1,000	10
DANIEL	KERKSTRA	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
KENNETH	KIKILAS	POLICE OFFICER	88,546	1,000	15
LINDSAY	KINSELLA	POLICE OFFICER	90,510	1,000	15
PATRICK	KINSELLA	POLICE OFFICER	92,016	1,000	16
TROY	KIRCH	FIRE SHIFT BATTALION CHIEF	112,707		12
THOMAS	KISKA	POLICE SERGEANT	119,036		25
RYAN	KLAVOHN	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
DIANE LEE	KLOEPFER	OSFT	55,359		25
SOPHIA	KLYMKOWYCH	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
WILLIAM	KNAPP	BUILDING INSPECTOR	80,471		18
STEVEN	KORANDA	ELECTRICIAN	79,676		18
SEAN	KOREN	POLICE SERGEANT	122,011	1,000	20
RICHARD	KOSTELZ	FIRE FIGHTER/PARAMEDIC PLATOON	103,568		12
MATTHEW	KOVACIK	POLICE OFFICER	95,102	1,000	17
MICHAEL	KRAUS	POLICE OFFICER	93,774	1,000	17
BRADLEY	KURTZWEIL	POLICE OFFICER	75,630	1,000	10
CHRIS	KUSHENBACH	POLICE OFFICER	89,930	1,000	19
JEFFERY	LAJOIE	FIRE MARSHALL	117,942		20
LINDA	LAKETA	ANIMAL CONTROL SUPERVISOR	65,884		25
DOUGLAS	LANDANDO	POLICE OFFICER	94,024	1,000	20
DAVID	LAVIGNE	FOREMAN BUILDING AND GROUNDS	89,751		25
JASON	LEAKE	POLICE OFFICER	91,042	1,000	20
ROBERT	LIAZUK	POLICE OFFICER	92,518	1,000	20
ELI	LIMACHER	POLICE OFFICER	92,766	1,000	20
JEFFREY	LOCKARD	POLICE LIEUTENANT	128,466		25
MICHAEL	LONDON	EQUIPMENT OPERATOR ASPHALT	72,911		25
ANTHONY	LUNA	WASTEWATER OPERATOR RECLAMATION	76,334		20
SCOTT	LUSTIK	POLICE SERGEANT	115,010		25
CHRISTINA	LYNCH	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		8
MICHAEL	LYNCH	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
JASON	MAGRUDER	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
JAIME	MARQUEZ	POLICE OFFICER	94,274	1,000	20
BRIAN	MARTIN	POLICE OFFICER	89,430	1,000	16
STEVEN	MATAYA	FOREMAN ASPHALT	101,493		25
JEFFREY	MATTHIAS	FIRE ENGINEER PLATOON	86,877		12
THOMAS	MCAULIFFE	POLICE OFFICER	93,252	1,000	15
BRIAN	MCCLURE	FOREMAN FLEET	100,843		20
MATTHEW	MCDONALD	FOREMAN ELECTRICAL	89,751		25
NICOLE	MCGOWAN	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
MARK	MCQUEARY	POLICE SERGEANT	118,786		20

WILLIE	MCRAY	POLICE SERGEANT	115,405		18
ERIK	MEAD	MAINTENANCE TECH STORM WATER	78,837		20
JONATHAN	MELLERKE	EQUIPMENT OPERATOR ASPHALT	60,133		18
RAUL	MENA	EQUIPMENT OPERATOR RECLAMATION	60,133		17
MARK	MENKE	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
JOHN	MERINO	FIRE FIGHTER/PARAMEDIC PLATOON	102,568		10
THOMAS	MICHALEK	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
SUSAN	MIKA	ASSISTANT FINANCE DIRECTOR	79,560		10
STEPHEN	MILLER	FOREMAN FORESTRY	100,843		20
JASON	MITCHEM	POLICE OFFICER	92,300	1,000	20
ANTHONY	MONFRE	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
JOSEPH	MOORE	EQUIPMENT OPERATOR ASPHALT	67,473		25
PETER	MORANDA	POLICE OFFICER	89,430	1,000	16
JONATHAN	MORITZ	POLICE OFFICER	92,300	1,000	20
JOHN	MORROW	POLICE OFFICER	100,898	1,000	20
TARA LYNN	MOSER	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		10
KATHRYN	MOTTL	SECR	58,116		25
GEORGE	MUSKO	FOREMAN CONCRETE	101,493		25
TODD	NEMETH	EMS DIRECTOR/BATTALION CHIEF	113,607		25
KURT	NEUBAUER	FIRE FIGHTER/PARAMEDIC PLATOON	103,968		12
SEAN	NEVILLE	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
MICHAEL	NEWTON	FIRE FIGHTER/PARAMEDIC PLATOON	103,968		12
SCOTT	NEWTON	FIRE FIGHTER/PARAMEDIC PLATOON	103,968		12
PAUL	NILES	FIRE FIGHTER/PARAMEDIC PLATOON	87,697		12
GARY	OBIDOWICZ	FIRE FIGHTER/PARAMEDIC PLATOON	73,694		4
MARK	OGLESBY	FIRE FIGHTER/PARAMEDIC PLATOON	103,568		12
JASON	O'HARA	POLICE OFFICER	90,688	1,000	15
LOUIS	OLESKIEWICZ	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
MATTHEW	OLSON	FIRE FIGHTER/PARAMEDIC PLATOON	103,568		12
RAMON	OREJEL	POLICE OFFICER	90,292	1,000	16
JOSEPH	OTERO	EQUIPMENT OPERATOR CONCRETE	72,536		16
PRATIK	PATEL	ENGINEER	105,243		25
THOMAS	PAWLOWICZ	ASSISTANT TO DIRECTOR-ENGINEERING	127,294		25
JASSON	PECH	FIRE FIGHTER/PARAMEDIC PLATOON	102,568		10
CHRISTOPHER	PEKELDER	EQUIPMENT OPERATOR CONCRETE	72,536		19
ANTHONY	PELOSO	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
CAROL	PENNING	VILLAGE CLERK	80,161		25
JOSEPH	PFINGSTON	FIRE FIGHTER/PARAMEDIC PLATOON	103,568		12
MONICA	PIERONI	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		10
JOSEPH	PORADYLA	POLICE OFFICER	74,550	1,000	10
DAVID	PROFFITT	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		10
JEFFREY	PURTELL	FIRE FIGHTER/PARAMEDIC PLATOON	88,098		12
VINCENT	RADAKER	POLICE OFFICER	95,104	1,000	20

RICHARD	RAMEY	FIRE FIGHTER/PARAMEDIC PLATOON	87,697		12
CRAIG	RANDICH	FIRE FIGHTER PLATOON	81,405		10
LUCAS	RICKELMAN	PUBLIC WORKS DIRECTOR	143,190	6,000	20
FRANK	RITTER	FIRE PREVENTION INSPECTION PLATOON	86,477		12
JOSEPH	RIZZATTO	FIRE FIGHTER/PARAMEDIC PLATOON	73,694		4
CHRISTOPHER	ROBERT	FIRE FIGHTER/PARAMEDIC PLATOON	73,694		4
MICHAEL	ROMPA	POLICE COMMANDER	133,265		25
DANIEL	ROONEY	FIRE FIGHTER/PARAMEDIC PLATOON	73,694		4
DANIEL	ROSS	FIRE PLATOON BATTALION CHIEF	117,942		12
THOMAS	ROSS	DIRECTOR OF PUBLIC SAFETY	159,672	6,000	25
JEFFREY	RUTH	FORESTER	72,536		19
MARGARET	SADOWSKI	DEPUTY VILLAGE CLERK/ADMINISTRATIVE AIDE	63,404		20
CHRISTOPHER	SALERNO	POLICE OFFICER	91,010	1,000	19
CHRISTOPHER	SARCLETTI	FIRE ENGINEER PLATOON	86,477		12
RAMESHKUMAR	SAVSANI	EQUIPMENT OPERATOR BUILDING AND GROUNDS	68,544		20
NICHOLAS	SCHMIDT	POLICE OFFICER	94,330	1,000	19
KRISTOFER	SCHRUBBE	POLICE SERGEANT	115,405		19
KENDALL	SCHUMANN	POLICE OFFICER	75,630	1,000	10
DAVID	SCHURR	POLICE LIEUTENANT	128,466		25
LINDA	SIMPSON	POLICE ADMINISTRATIVE AIDE	75,985		25
STEPHEN	SINNOTT	POLICE SERGEANT	114,760		20
DANIEL	SMETTERS	POLICE OFFICER	94,354	1,000	15
JOSEPH	SMITH	FIRE FIGHTER PLATOON	81,405		10
WILLIAM	SMITH	POLICE OFFICER	91,692	1,000	25
DOUG	SOMMERS	MAINTENANCE TECH STORM WATER	71,166		25
PATRICK	SPERLING	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
ANDREW	SRAGA	POLICE OFFICER	91,372	1,000	15
ROBERT	SRAMEK	ELECTRICIAN	60,547		10
JULES	STALEY	ADMINISTRATIVE ASSISTANT FINANCE	56,656		15
JAMES	STENNETT	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		9
THOMAS	STEPANEK	POLICE OFFICER	96,216	1,000	25
DANE	STAPIEN	POLICE OFFICER	95,716	1,000	18
IVAN	STRAKA	ENGINEER	73,964		15
JEROME	STRICKLAND	FACILITY COORDINATOR	69,700		10
MEGHAN	STRIMEL	ADMINISTRATIVE AIDE FIRE	60,712		20
ROBERT	SUDD	POLICE OFFICER	91,010	1,000	19
JENNA	SWENDSEN	POLICE OFFICER	75,630	1,000	10
KRISTEN	SWIENTON	POLICE SERGEANT	118,786		20
DALE	SZYMANSKI	POLICE OFFICER	98,340	1,000	25
FRAN	SZYMCZYK-MILLE	EXECUTIVE SECRETARY	65,141		25
SEAN	TALBOT	POLICE SERGEANT	115,905		25
KENNETH	TEPPEL	POLICE COMMANDER	136,815		25
DANIEL	THIEL	POLICE OFFICER	74,550	1,000	15

TRANEIL	THOMAS	POLICE OFFICER	92,268	1,000	18
ERIC	THOMSEN	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
RICHARD	TREECE	POLICE OFFICER	91,292	1,000	25
MATTHEW	TRNKA	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
BRANDON	TROWER	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		8
ANTONIO	TUCKER	POLICE OFFICER	95,194	1,000	15
JOHN	TUTTLE	POLICE OFFICER	90,270	1,000	15
JOSEPH	VALACH	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
KENNETH	VAN METER	MECHANIC	78,281		25
LADISLAO	VARGAS	POLICE OFFICER	77,828	1,000	10
JEFFREY	WEBER	POLICE OFFICER	92,630	1,000	15
CHRISTOPHER	WITT	POLICE OFFICER	92,050	1,000	17
BRENNAN	WOODS	POLICE OFFICER	98,302	1,000	17
DANIEL	ZELINSKI	INSP	83,195		25
DAVID	ZELINSKI	FIRE FIGHTER/PARAMEDIC PLATOON	86,697		7
WALTER	ZIELINSKI	PLUMBING INSPECTOR	71,647		15

4. Loans: None

5. Sick days: These positions earn up to 12 days of sick days per year; it is not known how many days will be used in the upcoming year.

6. Retirement Enhancements: None

FOOTNOTE A: The employees of the Village of Bolingbrook are provided the option to enroll in the Village's group health insurance.

The monthly rates for 2017 are as follows: \$974.87; \$1,462.33; \$2,368.46; \$956.06; \$1,441.29; \$2,3333.22; \$954.37; \$1,416.61; \$2,268.16; \$ 877.72; \$1,319.32; and \$2,150.10

FOOTNOTE B: Annual vacation leave applies only to full-time employees who have completed their initial probationary period and are subject to the following conditions:

1. Eligibility: Vacation shall be earned at the rate of eighty (80) hours per year for the first four (4) years of Village employment. The first eighty (80) hours of vacation time will be available on the first anniversary date of employment. Vacation shall be earned after five (5) years of continuous service as follows:

From the 5th anniversary date through the
10th anniversary - 120 hours
11th anniversary - 128 hours
12th anniversary - 136 hours
13th anniversary - 144 hours
14th anniversary - 152 hours
15th-19th anniversary - 160 hours
20th anniversary - 200 hours

2. In the Fire Department, platoon members vacation shall be earned at the rate of ninety-six (96) hours per year for the first four years of Village employment. The first ninety-six (96) hours of vacation time will be available on the first anniversary date of employment. Vacation shall be earned after five (5) years of continuous service as follows:

From the 5th anniversary date through the
10th anniversary - 168 hours

11th anniversary - 168 hours

12th anniversary - 192 hours

13th anniversary - 192 hours

14th anniversary - 216 hours

15th-19th anniversary - 240 hours

20th anniversary - 288 hours