

City of Naperville Pay Ranges

Grade	FLSA Status*	2025 Minimum Hourly	2025 Midpoint Hourly	2025 Maximum Hourly	2025 Minimum Annual	2025 Midpoint Annual	2025 Maximum Annual
N01	Non-Exempt	\$14.4218	\$17.8386	\$21.2553	\$29,997.27	\$37,104.11	\$44,210.95
N02	Non-Exempt	\$15.6759	\$19.3897	\$23.1036	\$32,605.73	\$40,330.55	\$48,055.38
N03	Non-Exempt	\$16.9139	\$20.9168	\$24.9197	\$35,181.02	\$43,506.98	\$51,832.95
N04	Non-Exempt	\$18.2854	\$22.6128	\$26.9403	\$38,033.68	\$47,034.54	\$56,035.68
N05	Non-Exempt	\$19.4345	\$24.5496	\$29.6649	\$40,423.62	\$51,063.14	\$61,702.92
N06	Non-Exempt	\$21.0917	\$26.6432	\$32.1949	\$43,870.64	\$55,417.86	\$66,965.34
N07	Non-Exempt	\$22.8820	\$28.9077	\$34.9333	\$47,594.49	\$60,127.88	\$72,661.27
N08	Non-Exempt	\$24.8248	\$31.3595	\$37.8943	\$51,635.60	\$65,227.89	\$78,820.17
N09	Non-Exempt	\$26.9270	\$34.0163	\$41.1055	\$56,008.30	\$70,753.85	\$85,499.39
N10	Non-Exempt	\$29.2248	\$36.9165	\$44.6085	\$60,787.41	\$76,786.32	\$92,785.75
N11	Non-Exempt	\$31.7071	\$40.0484	\$48.3897	\$65,950.76	\$83,300.53	\$100,650.55
N12	Non-Exempt	\$34.4022	\$43.4554	\$52.5086	\$71,556.49	\$90,387.20	\$109,217.91
P01	Exempt	\$28.2000	\$29.8770	\$36.1033	\$58,656.00	\$62,144.12	\$75,094.87
P02	Exempt	\$28.2000	\$32.4750	\$39.2427	\$58,656.00	\$67,547.97	\$81,624.86
P03	Exempt	\$28.2000	\$35.4085	\$43.3573	\$58,656.00	\$73,649.77	\$90,183.35
P04	Exempt	\$29.9295	\$38.5965	\$47.2637	\$62,253.49	\$80,280.77	\$98,308.32
P05	Exempt	\$32.6214	\$42.0624	\$51.5033	\$67,852.44	\$87,489.71	\$107,126.97
P06	Exempt	\$35.5610	\$45.8537	\$56.1464	\$73,966.77	\$95,375.64	\$116,784.50
P07	Exempt	\$38.7615	\$49.9805	\$61.1997	\$80,623.83	\$103,959.41	\$127,295.25
L01	Exempt	\$34.6378	\$44.6618	\$54.6857	\$72,046.65	\$92,896.38	\$113,746.11
L02	Exempt	\$37.6497	\$48.5454	\$59.4409	\$78,311.57	\$100,974.33	\$123,637.08
L03	Exempt	\$40.6021	\$53.4203	\$66.2386	\$84,452.49	\$111,114.38	\$137,776.28
L04	Exempt	\$44.2022	\$59.3211	\$74.4402	\$91,940.61	\$123,387.86	\$154,835.65
L05	Exempt	\$49.0653	\$65.8536	N/A	\$102,055.91	\$136,975.46	N/A

* Fair Labor Standards Act: "Non-Exempt" positions are eligible for overtime; "Exempt" positions are not.

*2025 DoL updated minimum wage requirement for exempt status-P01, P02, and P03.