

City of Naperville Pay Ranges
Effective July 1, 2025

Pay Grade	FLSA Status*	2025 Minimum Hourly	2025 Midpoint Hourly	2025 Maximum Hourly	2025 Minimum Annual	2025 Midpoint Annual	2025 Maximum Annual
N201	Non-exempt	\$18.5400	\$22.2480	\$27.8100	\$38,563.20	\$46,275.84	\$57,844.80
N202	Non-exempt	\$20.3940	\$24.4728	\$30.5910	\$42,419.52	\$50,903.42	\$63,629.28
N205	Non-exempt	\$21.6176	\$25.9412	\$32.4265	\$44,964.61	\$53,957.70	\$67,447.12
N210	Non-exempt	\$23.7794	\$28.5353	\$35.6691	\$49,461.15	\$59,353.42	\$74,191.73
N215	Non-exempt	\$25.6818	\$30.8181	\$38.5226	\$53,418.14	\$64,101.65	\$80,127.01
N220	Non-exempt	\$27.7363	\$33.2836	\$41.6044	\$57,691.50	\$69,229.89	\$86,537.15
N225	Non-exempt	\$29.9552	\$35.9462	\$44.9328	\$62,306.82	\$74,768.10	\$93,460.22
N230	Non-exempt	\$32.3516	\$38.8219	\$48.5274	\$67,291.33	\$80,749.55	\$100,936.99
N235	Non-exempt	\$35.5868	\$42.7041	\$53.3802	\$74,020.54	\$88,824.53	\$111,030.82
N240	Non-exempt	\$38.4337	\$46.1205	\$57.6506	\$79,942.10	\$95,930.64	\$119,913.25
N245	Non-exempt	\$42.2771	\$50.7325	\$63.4156	\$87,936.37	\$105,523.60	\$131,904.45
N250	Non-exempt	\$45.6593	\$54.7911	\$68.4889	\$94,971.34	\$113,965.49	\$142,456.91
E215	Exempt	\$25.6818	\$30.8181	\$38.5226	\$53,418.05	\$64,101.66	\$80,127.08
E220	Exempt	\$27.7363	\$33.2836	\$41.6044	\$57,691.50	\$69,229.80	\$86,537.25
E225	Exempt	\$29.9552	\$35.9462	\$44.9328	\$62,306.82	\$74,768.18	\$93,460.23
E230	Exempt	\$32.3516	\$38.8219	\$48.5274	\$67,291.36	\$80,749.64	\$100,937.04
E235	Exempt	\$35.5868	\$42.7041	\$53.3802	\$74,020.50	\$88,824.60	\$111,030.75
E240	Exempt	\$38.4337	\$46.1205	\$57.6506	\$79,942.14	\$95,930.57	\$119,913.21
E245	Exempt	\$42.2771	\$50.7325	\$63.4156	\$87,936.35	\$105,523.62	\$131,904.53
E250	Exempt	\$45.6593	\$54.7911	\$68.4889	\$94,971.26	\$113,965.51	\$142,456.89
E255	Exempt	\$49.3120	\$59.1744	\$73.9680	\$102,568.96	\$123,082.75	\$153,853.44
E260	Exempt	\$53.2570	\$63.9084	\$79.8854	\$110,774.48	\$132,929.37	\$166,161.72
E265	Exempt	\$57.5175	\$69.0210	\$86.2763	\$119,636.44	\$143,563.72	\$179,454.66
E270	Exempt	\$62.1189	\$74.5427	\$93.1784	\$129,207.35	\$155,048.82	\$193,811.03
E280	Exempt	\$72.4555	\$86.9466	\$108.6833	\$150,707.46	\$180,848.95	\$226,061.18
E285	Exempt	\$78.2519	\$93.9023	\$117.3779	\$162,764.05	\$195,316.86	\$244,146.08
E290	Exempt	\$84.5121	\$101.4145	\$126.7682	\$175,785.18	\$210,942.21	\$263,677.76
E295	Exempt	\$91.2731	\$109.5277	\$136.9096	\$189,847.99	\$227,817.59	\$284,771.98
E300	Exempt	\$95.8367	\$115.0041	\$143.7551	\$199,340.39	\$239,208.47	\$299,010.58
E305	Exempt	\$100.6286	\$120.7543	\$150.9428	\$209,307.41	\$251,168.89	\$313,961.11
E400	Exempt	\$110.6914	\$132.8297	\$166.0371	\$230,238.15	\$276,285.78	\$345,357.22

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