

VILLAGE OF WINNETKA										EMPLOYER PAID			SOCIAL SECURITY (9)	MEDICARE	EMPLOYER STATUTORY PENSION CONTRIBUTIONS (10)			TOTAL EMPLOYMENT COSTS (11)	TIME OFF (DAYS)			
BUDGETED EMPLOYEE COMPENSATION		BASE SALARY*	AUTO ALLOWANCE (4)	EMPLOYER 457 CONTRIBUTION	UNIFORMS	HOLIDAY PAY (6)	SPECIALTY PAY (7)	TOTAL COMPENSATION (8)	PORTION OF INSURANCE			IMRF			POLICE	FIRE	SICK		VACATION (12)	PERSONAL DAYS	HOLIDAYS	
CALENDAR YEAR 2019	YEARS OF SERVICE								HEALTH	DENTAL	LIFE											
Police Officer	4	82,191	-	-	790	1,581	275	84,837	24,547	553	91	-	1,230	-	43,057	-	154,315	12	10	3	10	
Fire Chief (5)	8	159,676	(4)	2,500	-	-	17,100	179,276	-	553	175	-	2,600	-	-	112,172	294,775	12	21	5	7	
Deputy Fire Chief	19	150,184	(4)	-	-	-	3,377	153,561	24,547	553	167	-	2,227	-	-	105,504	286,559	12	21	5	7	
Captain	30	125,491	-	-	325	4,416	2,517	132,749	24,547	553	139	-	1,925	-	-	91,260	251,173	12	12.5	5	7	
Captain	30	125,491	-	-	325	4,416	200	130,432	17,391	553	139	-	1,891	-	-	91,260	241,666	12	12.5	5	7	
Captain	18	125,491	-	-	325	4,416	2,517	132,749	23,994	553	139	-	1,925	-	-	91,260	250,620	12	10.5	5	7	
Lieutenant	26	107,471	-	-	325	3,831	200	111,827	24,547	553	120	-	1,622	-	-	78,190	216,859	12	12.5	5	7	
Lieutenant	22	114,012	-	-	325	4,012	3,357	121,706	24,547	553	127	-	1,765	-	-	82,912	231,610	12	11	5	7	
Lieutenant	15	107,272	-	-	325	3,649	2,593	113,839	24,547	553	120	-	1,651	-	-	77,922	218,632	12	11	5	7	
Lieutenant	15	114,012	-	-	325	4,012	2,831	121,180	24,547	553	127	-	1,757	-	-	82,912	231,076	12	11	5	7	
Firefighter	1	72,178	-	-	325	2,540	200	75,243	17,391	553	79	-	1,091	-	-	52,490	146,847	12	5	5	7	
Firefighter	2	76,200	-	-	325	2,682	200	79,407	8,695	553	86	-	1,151	-	-	55,414	145,306	12	5	5	7	
Firefighter	26	98,539	-	-	325	3,468	2,929	105,261	24,547	553	110	-	1,526	-	-	71,660	203,657	12	12.5	5	7	
Firefighter	22	73,905	-	-	325	2,601	200	77,031	6,954	553	82	-	1,218	-	-	53,745	139,583	12	11	5	7	
Firefighter	20	98,539	-	-	325	3,468	2,019	104,351	24,547	553	110	-	1,513	-	-	71,660	202,734	12	10.5	5	7	
Firefighter	16	98,539	-	-	325	3,468	200	102,532	24,547	553	110	-	1,487	-	-	71,660	200,889	12	10.5	5	7	
Firefighter	12	73,042	-	-	325	2,540	200	76,107	17,391	553	82	-	1,104	-	-	53,096	148,333	12	9	5	7	
Firefighter	1	73,042	-	-	325	2,540	200	76,107	17,391	553	82	-	1,104	-	-	53,096	148,333	12	6	5	7	
Firefighter	1	104,354	-	-	325	3,621	200	108,500	8,695	553	116	-	1,573	-	-	75,852	195,289	12	6	5	7	
Firefighter	9	95,759	-	-	325	3,370	200	99,654	24,547	553	108	-	1,445	-	-	69,638	195,945	12	8	5	7	
Firefighter	9	95,759	-	-	325	3,370	200	99,654	24,547	553	108	-	1,445	-	-	69,638	195,945	12	8	5	7	
Firefighter	8	95,759	-	-	325	3,370	200	99,654	17,391	553	108	-	1,445	-	-	69,638	188,789	12	7	5	7	
Firefighter	8	95,759	-	-	325	3,370	200	99,654	24,547	553	108	-	1,445	-	-	69,638	195,945	12	7	5	7	
Firefighter	7	95,759	-	-	325	3,370	200	99,654	17,391	553	108	-	1,445	-	-	69,638	188,789	12	7	5	7	
Firefighter	5	90,436	-	-	325	3,208	200	94,169	8,695	553	102	-	1,365	-	-	65,785	170,669	12	6	5	7	
Firefighter	1	73,042	-	-	325	2,540	200	76,107	17,391	553	82	-	1,104	-	-	53,096	148,333	12	6	5	7	

*Base salary represents a 12-month calculation.

- (1) Position was unfilled at the time the position budgets were prepared. Compensation represents a budgeted amount which may change when an individual is hired to fill the position based on qualifications, experience, and benefit elections.
- (2) Part-Time Employees are paid on an hourly basis. Projected compensation is based on current work schedule; actual compensation may vary.
- (3) Employee base rate is budgeted to include a merit bonus of 2.9%. Bonuses are discretionary and can range from 0% - 2.9% of current salary.
- (4) Individuals provided Village Vehicles.
- (5) Employee plans to participate in the Village's health insurance opt-out incentive for 2019. Incentive amounts are as follows: \$4,885.14 for waiving single coverage, \$4,885.14 for waiving employee +1 coverage, and \$6,973.65 for waiving family coverage.
- (6) Sworn Police and Firefighters receive Holiday Pay as follows: Sergeants 40 hours at time and a half pay; Officers 40 hours at straight pay; Firefighters, Lieutenants, and Captains 61 hours at time and a half pay.
- (7) Includes Health Stipend, Sick Leave Cashed Out, Fitness Incentive, Firearms Incentive, and any performance bonuses.
- (8) Pursuant to Section 7.3 of the Open Meetings Act. The total amount budgeted is \$15,400,938.
- (9) Social Security wages are subject to caps as established by the federal government. The budget was prepared with an estimated 2018 wage cap of \$128,700, prior to the actual 2019 cap of \$132,900 being announced. Wages will be paid out using the cap in place at the time of payment.
- (10) Actuarially determined amount required for employees. The following categories of payments to employees are not pension eligible: Auto Allowance, Uniforms, and Health Stipend.
Employees contribute the following amounts to the pension plans: IMRF - 4.5%; Police Pension - 9.91%; Fire Pension - 9.455%. Employer contribution rates for the pension plans are: IMRF - 11.75%, Police Pension - 50.92%, and Fire Pension - 66.03%.
- (11) Sum of total compensation plus benefit costs including health insurance, dental insurance, life insurance, Social Security, and pensions. The total amount budgeted is \$23,424,066.
- (12) Vacation Days vary based on years of service. Firefighters' days equal number of 24 hour shifts.