

VILLAGE OF WINNETKA										EMPLOYER PAID PORTION OF INSURANCE				SOCIAL SECURITY	EMPLOYER STATUTORY PENSION CONTRIBUTIONS (10)			TOTAL EMPLOYMENT COSTS (11)	TIME OFF (DAYS)			
BUDGETED EMPLOYEE COMPENSATION										HEALTH				9	MEDICARE			SICK	VACATION (12)	PERSONAL DAYS	HOLIDAYS	
CALENDAR YEAR 2018	YEARS OF SERVICE	BASE SALARY*	AUTO ALLOWANCE (4)	EMPLOYER CONTRIBUTION 457	UNIFORMS	HOLIDAY PAY (6)	SPECIALTY PAY (7)	TOTAL COMPENSATION (8)	HEALTH	DENTAL	VISION	LIFE	9	11	12	13	14					
Accounting Manager (5)	2	103,599	-	-	-	-	-	103,599	-	533	315	136	6,423	1,502	14,183	-	-	126,691	12	15	5	7
Accounting Specialist (5)	1	62,028	-	-	-	-	-	62,028	-	533	315	83	3,846	899	8,492	-	-	76,196	12	10	5	7
Accounts Payable	34	76,560	-	-	-	-	-	76,560	8,285	533	113	102	4,747	1,110	10,481	-	-	101,931	12	25	5	7
Accounts Payable	2	58,948	-	-	-	-	-	58,948	8,285	533	113	78	3,655	855	8,070	-	-	80,537	12	10	5	7
Administrative Assistant	7	70,858	-	-	-	-	-	70,858	8,285	533	113	93	4,393	1,027	9,701	-	-	95,003	12	13	5	7
Administrative Secretary	35	72,813	-	-	-	-	6,722	79,535	8,285	533	113	96	4,933	1,154	10,887	-	-	105,536	12	25	5	7
Apprentice	9	97,758	-	-	-	-	-	97,758	23,388	533	315	129	6,061	1,418	13,383	-	-	142,985	12	15	5	7
Apprentice	1	75,551	-	-	-	-	-	75,551	8,285	533	113	102	4,684	1,096	10,343	-	-	100,707	12	10	5	7
Apprentice	5	82,104	-	-	-	-	-	82,104	16,570	533	215	107	5,091	1,191	11,240	-	-	117,051	12	11	5	7
Apprentice	2	76,876	-	-	-	-	-	76,876	23,388	533	315	103	4,767	1,115	10,524	-	-	117,621	12	10	5	7
Apprentice	3	81,471	-	-	-	-	-	81,471	8,285	533	113	107	5,051	1,182	11,153	-	-	107,895	12	10	5	7
Apprentice	1	74,269	-	-	-	-	-	74,269	-	-	-	99	4,605	1,077	10,168	-	-	90,218	12	10	5	7
Apprentice	1	74,035	-	-	-	-	-	74,035	8,285	533	113	98	4,590	1,073	10,135	-	-	98,862	12	10	5	7
Assistant Comm. Dev. Director	25	126,384	3,240	-	-	-	1,539	131,163	23,388	533	315	166	8,115	1,898	17,919	-	-	183,497	12	25	5	7
Assistant Finance Director	5	103,289	-	-	-	-	-	103,289	16,570	533	215	137	6,404	1,498	14,140	-	-	142,786	12	11	5	7
Assistant Village Engineer	17	124,803	3,240	-	-	-	8,000	136,043	8,285	533	113	167	8,124	1,969	18,588	-	-	173,822	12	21	5	7
Assistant Village Manager	6	150,477	-	2,500	-	-	-	152,977	8,285	533	113	192	8,124	2,218	20,943	-	-	193,385	12	17	5	7
Assistant W&E Director	5	127,837	-	-	-	-	-	127,837	23,388	533	315	169	7,926	1,854	15,663	-	-	177,685	12	17	5	7
Asst. Director Eng. & Public Wks	4	152,559	6,480	-	-	-	-	159,039	23,388	533	315	201	8,124	2,299	21,699	-	-	215,598	12	20	5	7
Benefits Coordinator	1	70,740	-	-	-	-	-	70,740	16,570	533	215	95	4,386	1,026	9,684	-	-	103,249	12	10	5	7
Civil Engineer	29	113,267	-	-	-	-	5,809	119,076	23,388	533	315	149	7,382	1,727	16,301	-	-	168,871	12	25	5	7
Code Enforcer Inspector (3)	12	66,892	6,480	-	-	-	-	73,372	8,285	533	113	87	4,516	1,056	9,971	-	-	97,933	12	18	5	7
Community Development Director	1	144,364	-	2,500	-	-	-	146,864	8,285	533	113	189	8,124	2,130	20,106	-	-	186,343	12	10	5	7
Community Service Officer	17	76,253	-	-	680	-	-	76,933	23,388	533	315	102	4,770	1,116	10,439	-	-	117,596	12	21	5	7
Community Service Officer (3)	10	76,253	-	-	680	-	-	76,933	8,285	533	113	99	4,770	1,116	10,439	-	-	102,288	12	16	5	7
Controls Technician	31	114,112	-	-	-	-	-	114,112	16,570	533	215	151	7,075	1,655	15,622	-	-	155,933	12	25	5	7
Crew Leader	28	113,293	-	-	-	-	-	113,293	23,388	533	315	149	7,024	1,643	15,510	-	-	161,855	12	25	5	7
Crew Leader	33	113,293	-	-	-	-	1,975	115,268	23,388	533	315	149	7,146	1,672	15,780	-	-	164,251	12	25	5	7
Crew Leader	27	113,162	-	-	-	-	8,374	121,536	23,388	533	315	149	7,536	1,762	16,639	-	-	171,858	12	25	5	7
Customer Service Rep.	3	60,060	-	-	-	-	-	60,060	23,388	533	315	80	3,724	871	8,222	-	-	97,193	12	10	5	7
Distribution Engineer I	4	91,919	-	-	-	-	-	91,919	16,570	533	215	122	5,699	1,333	12,584	-	-	128,975	12	10	5	7
Distribution Superintendent	42	124,453	(4)	-	-	-	7,480	131,933	16,570	533	215	163	8,124	1,989	18,061	-	-	177,588	12	25	5	7
E & W Plant Operator	30	113,293	-	-	-	-	-	113,293	23,388	533	315	149	7,024	1,643	15,510	-	-	161,855	12	25	5	7
E & W Plant Operator	1	90,758	-	-	-	-	-	90,758	23,388	533	315	120	5,627	1,316	12,424	-	-	134,481	12	10	5	7
E & W Plant Operator	9	110,099	-	-	-	-	-	110,099	23,388	533	315	146	6,826	1,597	15,072	-	-	157,976	12	15	5	7
E & W Plant Operator	9	109,845	-	-	-	-	-	109,845	16,570	533	215	145	6,810	1,593	15,038	-	-	150,749	12	15	5	7
E & W Plant Operator	8	106,551	-	-	-	-	-	106,551	16,570	533	215	140	6,607	1,545	14,586	-	-	146,747	12	14	5	7
E & W Plant Operator	2	91,929	-	-	-	-	-	91,929	16,570	533	215	122	5,699	1,333	12,585	-	-	128,986	12	10	5	7
E & W Plant Operator	3	95,447	-	-	-	-	-	95,447	16,570	533	215	126	5,918	1,384	13,066	-	-	133,259	12	10	5	7
E & W Plant Operator (3)	11	113,293	-	-	-	-	-	113,293	23,388	533	315	146	7,025	1,643	15,510	-	-	161,853	12	17	5	7
Economic Development Coordinator	1	89,318	-	-	-	-	-	89,318	16,570	533	215	119	5,538	1,295	12,228	-	-	125,816	12	10	5	7
Electric Plant Operator	23	99,791	-	-	-	-	-	99,791	23,388	533	315	131	6,187	1,447	13,661	-	-	145,453	12	23	5	7
Electrical Control Technician (1)	N/A	95,702	-	-	-	-	-	95,702	16,570	533	215	129	5,934	1,388	13,102	-	-	133,573	12	10	5	7
Electrical Plant Superintendent (3)	14	125,473	-	-	-	-	-	125,473	23,388	533	315	160	7,779	1,819	17,177	-	-	176,644	12	20	5	7
Executive Assistant (3)	15	85,858	-	-	-	-	1,070	86,928	8,285	533	113	111	5,390	1,260	11,900	-	-	114,520	12	21	5	7
Finance Director	3	158,149	-	2,500	-	-	-	160,649	23,388	533	315	210	8,124	2,329	21,993	-	-	217,541	12	17	5	7
Fleet Mechanic (5)	1	78,895	-	-	-	-	-	78,895	-	-	215	104	4,892	1,144	10,801	-	-	96,051	12	10	5	7
Fleet Mechanic	6	80,982	-	-	-	-	-	80,982	8,285	533	113	107	5,021	1,174	11,086	-	-	107,301	12	12	5	7
Fleet Services Supervisor	28	109,978	-	-	-	-	-	109,978	23,388	533	315	145	6,819	1,595	15,056	-	-	157,829	12	25	5	7
Human Resources Generalist	2	83,755	-	-	-	-	-	83,755	8,285	533	113	112	5,193	1,214	11,466	-	-	110,671	12	10	5	7
Information Systems Manager	28	152,675	-	-	-	-	-	152,675	23,388	533	315	201	8,124	2,214	20,901	-	-	208,351	12	25	5	7
Lead Communications Officer	21	81,977	-	-	590	-	5,871	88,438	8,285	533	113	108	5,483	1,282	12,026	-	-	116,268	12	21	5	7
Line Worker	28	107,901	-	-	-	-	-	107,901	16,570	533	215	143	6,690	1,565	14,772	-	-	148,389	12	25	5	7
Line Worker	2	104,860	-	-	-	-	-	104,860	23,388	533	315	140	6,501	1,520	14,355	-	-	151,612	12	10	5	7
Line Worker (3)	14	107,901	-	-	-	-	-	107,901	23,388	533	315	140	6,690	1,565	14,772	-	-	155,304	12	20	5	7
Maintenance Worker (5)	1	56,565	-	-	-	-	-	56,565	8,285	533	113	75	3,507	820	7,744	-	-	77,642	12	10	5	7
Maintenance Worker	39	85,112	-	-	-	-	-	85,112	16,570	533	215	114	5,277	1,234	11,652	-	-	120,707	12	25	5	7
Maintenance Worker	1	56,565	-	-	-	-	-	56,565	23,388	533	315	75	3,507	820	7,744	-	-	92,947	12	10	5	7
Maintenance Worker	21	85,112	-	-	-	-	1,637	86,749	23,388	533	315	114	5,378	1,258	11,876	-	-	129,611	12	21	5	7
Maintenance Worker	20	85,112	-	-	-	-	-	85,112	23,388	533	315	114	5,277	1,234	11,652	-	-	127,625	12	21	5	7
Maintenance Worker	17	85,112	-	-	-	-	-	85,112	23,388	533	315	114	5,277	1,234	11,652	-	-	127,625	12	21	5	7
Maintenance Worker (5)	2	55,532	-	-	-	-	-	55,532	-	533	113	73	3,443	805	7,602	-	-	68,101	12	10	5	7
Maintenance Worker (5)	5	67,820	-	-	-	-	-	67,820	23,388	533	315	90	4,204	984	9,284	-	-	106,618	12	11	5	7
Maintenance Worker	5	65,261	-	-	-	-	-	65,261	8,285	533	113	86	4,046	946	8,934	-	-	88,204	12	11	5	7
Maintenance Worker (5)	3	60,395	-	-	-	-	-	60,395	-	-	-	82	3,744	876	8,268	-	-	73,365	12	10	5	7
Maintenance Worker (1)	N/A	55,144	-	-	-	-	-	55,144	16,570	533	215	76	3,419	800	7,550	-	-	84,307	12	1		

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BUDGETED EMPLOYEE COMPENSATION										HEALTH				SOCIAL SECURITY	MEDICARE				SICK	VACATION (12)	PERSONAL DAYS	HOLIDAYS
CALENDAR YEAR 2018	YEARS OF SERVICE	BASE SALARY*	AUTO ALLOWANCE (4)	EMPLOYER CONTRIBUTION 457	UNIFORMS	HOLIDAY PAY (6)	SPECIALTY PAY (7)	TOTAL COMPENSATION (8)		DENTAL	VISION	LIFE	(9)		IMRF	FIRE						
Refuse Collector	31	85,112	-	-	-	-	5,176	90,288	16,570	533	215	114	5,598	1,309	12,361	-	-	126,988	12	25	5	7
Refuse Collector	1	63,662	-	-	-	-	-	63,662	23,388	533	315	84	3,947	923	8,715	-	-	101,567	12	10	5	7
Refuse Collector	16	85,112	-	-	-	-	-	85,112	23,388	533	315	114	5,277	1,234	11,652	-	-	127,625	12	21	5	7
Refuse Collector	5	69,855	-	-	-	-	-	69,855	8,285	533	113	93	4,331	1,013	9,563	-	-	93,786	12	11	5	7
Refuse Collector (1)	N/A	42,419	-	-	-	-	-	42,419	12,427	400	161	56	2,630	615	5,807	-	-	64,515	12	10	5	7
Refuse Collector (3)	15	85,112	-	-	-	-	-	85,112	16,570	533	215	111	5,277	1,234	11,652	-	-	120,704	12	21	5	7
Refuse Collector (3)	12	84,956	-	-	-	-	-	84,956	23,388	533	315	111	5,267	1,232	11,631	-	-	127,433	12	18	5	7
Refuse Supervisor	33	112,536	-	-	-	-	-	112,536	23,388	533	315	148	6,977	1,632	15,406	-	-	160,935	12	25	5	7
Sewer Supervisor	33	112,536	-	-	-	-	3,788	116,324	23,388	533	315	148	7,212	1,686	15,925	-	-	165,531	12	25	5	7
Street Supervisor	27	112,536	-	-	-	-	5,410	117,946	16,570	533	215	148	7,313	1,710	16,147	-	-	160,582	12	25	5	7
Superintendent of Operation	9	122,865	(4)	-	-	-	-	122,865	23,388	533	315	166	7,618	1,782	16,820	-	-	173,487	12	20	5	7
Utility Billing	24	76,560	-	-	-	-	908	77,468	8,285	533	113	102	4,803	1,123	10,605	-	-	103,032	12	24	5	7
Utility Billing (3)	15	76,560	-	-	-	-	-	76,560	8,285	533	113	99	4,747	1,110	10,481	-	-	101,928	12	21	5	7
Village Forester	24	103,066	-	-	-	-	4,863	107,929	8,285	533	113	137	6,692	1,565	14,775	-	-	140,029	12	24	5	7
Village Forester - Transitional (1)	N/A	44,901	-	-	-	-	-	44,901	8,285	266	107	98	2,784	651	6,147	-	-	63,239	12	10	5	7
Village Manager	8	213,008	6,480	2,500	-	-	24,916	246,904	23,388	533	315	280	8,124	3,580	33,801	-	-	316,925	12	20	5	7
W & E Maintenance Worker	1	60,129	-	-	-	-	-	60,129	23,388	533	315	81	3,728	871	8,232	-	-	97,277	12	10	5	7
Water & Electric Director (3)	11	174,231	(4)	2,500	-	-	6,737	183,468	23,388	533	315	224	8,124	2,660	25,117	-	-	243,829	12	21	5	7
Water Distribution Supervisor	3	85,703	-	-	-	-	-	85,703	16,570	533	215	114	5,313	1,243	11,733	-	-	121,424	12	10	5	7
Water Plant Superintendent	20	125,691	-	-	-	-	2,901	128,592	23,388	533	315	166	7,973	1,865	17,604	-	-	180,436	12	21	5	7
Crossing Guard/Part-Time CSO (2)	13	46,070	-	-	390	-	-	46,460	-	-	-	-	2,881	674	6,307	-	-	56,322	-	-	-	-
Crossing Guard/Part-Time CSO (2)	1	33,463	-	-	390	-	-	33,853	-	-	-	-	2,099	491	4,581	-	-	41,024	-	-	-	-
Engineering Intern (2)	N/A	5,250	-	-	-	-	-	5,250	-	-	-	-	326	76	-	-	-	5,652	-	-	-	-
Engineering Intern (2)	N/A	8,060	-	-	-	-	-	8,060	-	-	-	-	500	116	-	-	-	8,676	-	-	-	-
Fire Inspector - Part-Time (2)	14	20,000	-	-	-	-	-	20,000	-	-	-	-	1,240	290	-	-	-	21,530	-	-	-	-
Fire Inspector - Part-Time (2)	6	20,000	-	-	-	-	-	20,000	-	-	-	-	1,240	290	-	-	-	21,530	-	-	-	-
Fire Inspector - Part-Time (2)	1	20,000	-	-	-	-	-	20,000	-	-	-	-	1,240	290	-	-	-	21,530	-	-	-	-
Hydrant Intern (1) (2)	N/A	4,000	-	-	-	-	-	4,000	-	-	-	-	248	58	-	-	-	4,306	-	-	-	-
Hydrant Intern (2)	N/A	4,000	-	-	-	-	-	4,000	-	-	-	-	248	58	-	-	-	4,306	-	-	-	-
Hydrant Intern (2)	N/A	4,000	-	-	-	-	-	4,000	-	-	-	-	248	58	-	-	-	4,306	-	-	-	-
Office Intern (1) (2)	1	4,200	-	-	-	-	-	4,200	-	-	-	-	260	61	-	-	-	4,521	-	-	-	-
Planning Technician - Part-Time (2)	5	56,967	-	-	-	-	-	56,967	-	-	-	-	3,532	826	7,799	-	-	69,124	-	-	-	-
Plant Clerk	7	35,714	-	-	-	-	-	35,714	-	-	-	-	2,214	518	4,889	-	-	43,335	-	-	-	-
Records Specialist Part-Time (2)	3	26,756	-	-	260	-	-	27,016	-	-	-	-	1,675	392	3,663	-	-	32,746	-	-	-	-
Records Specialist Part-Time (2)	6	26,756	-	-	260	-	-	27,016	-	-	-	-	1,675	392	3,663	-	-	32,746	-	-	-	-
Sewer Department - Seasonal (2)	N/A	6,760	-	-	-	-	-	6,760	-	-	-	-	419	98	-	-	-	7,277	-	-	-	-
Social Worker / Part Time (2)	3	23,720	-	-	-	-	-	23,720	-	-	-	-	1,471	344	-	-	-	25,535	-	-	-	-
Street Department - Seasonal (2)	N/A	6,760	-	-	-	-	-	6,760	-	-	-	-	419	98	-	-	-	7,277	-	-	-	-
Utility Billing Clerk Part-Time (2)	8	47,971	-	-	-	-	-	47,971	-	-	-	-	2,974	696	6,567	-	-	58,208	-	-	-	-
Police Chief (1)	N/A	155,000	(4)	2,500	970	-	275	158,745	16,570	533	215	208	-	2,266	-	79,073	-	257,610	12	10	5	7
Deputy Police Chief	25	150,183	(4)	-	970	-	3,885	155,038	23,388	533	315	198	-	2,248	-	76,967	-	258,687	12	25	5	7
Commander of Police	25	138,794	-	-	970	-	275	140,039	23,388	533	315	184	-	2,031	-	70,814	-	237,304	12	25	2	7
Commander of Police	17	138,794	-	-	970	-	1,560	141,324	23,388	533	315	184	-	2,049	-	70,814	-	238,607	12	21	2	7
Sergeant of Police	22	118,687	-	-	840	3,424	275	123,226	23,388	533	315	157	-	1,787	-	62,319	-	211,725	12	22	2	7
Sergeant of Police	17	118,687	-	-	840	3,424	3,927	126,878	23,388	533	315	157	-	1,840	-	62,319	-	215,430	12	21	2	7
Sergeant of Police	25	118,687	-	-	840	3,424	275	123,226	23,388	533	315	157	-	1,787	-	62,319	-	211,725	12	25	2	7
Sergeant of Police	17	118,687	-	-	840	3,424	2,672	125,623	23,388	533	315	157	-	1,822	-	62,319	-	214,157	12	21	2	7
Sergeant of Police	21	118,687	-	-	840	3,424	3,128	126,079	8,285	533	113	157	-	1,828	-	62,319	-	199,314	12	21	2	7
Police Officer	30	98,516	-	-	790	1,895	5,011	106,212	23,388	533	315	131	-	1,540	-	51,269	-	183,388	12	25	3	10
Police Officer	2	79,192	-	-	790	1,465	275	81,722	8,285	533	113	105	-	1,185	-	41,211	-	133,154	12	10	3	10
Police Officer	4	79,192	-	-	790	1,465	275	81,722	8,285	533	113	105	-	1,185	-	41,211	-	133,154	12	10	3	10
Police Officer (1)	N/A	74,031	-	-	790	1,424	275	76,520	16,570	533	215	103	-	1,110	-	38,565	-	133,616	12	10	3	10
Police Officer	19	98,516	-	-	950	1,895	2,300	103,661	23,388	533	315	131	-	1,503	-	51,269	-	180,800	12	21	3	10
Police Officer	17	98,516	-	-	790	1,895	3,827	105,028	23,388	533	315	131	-	1,523	-	51,269	-	182,187	12	21	3	10
Police Officer	1	73,829	-	-	790	1,345	275	76,239	-	-	113	99	-	1,105	-	38,419	-	115,975	12	10	3	10
Police Officer	12	98,516	-	-	790	1,895	275	101,476	16,570	533	215	131	-	1,471	-	51,269	-	171,665	12	18	3	10
Police Officer	11	98,516	-	-	790	1,895	275	101,476	23,388	533	315	131	-	1,471	-	51,269	-	178,583	12	17	3	10
Police Officer	10	98,302	-	-	950	1,841	1,311	102,404	23,388	533	315	131	-	1,485	-	51,133	-	179,389	12	16	3	10
Police Officer	7	95,742	-	-	950	1,841	4,993	103,526	23,388	533	315	128	-	1,501	-	49,830	-	179,221	12	13	3	10
Police Officer	4	85,329	-	-	790	1,581	275	87,975	8,285	533	113	112	-	1,276	-	44,394	-	142,688	12	10	3	10
Police Officer	6	95,742	-	-	790	1,841	275	98,648	16,570	533	215	128	-	1,430	-	49,830	-	167,354	12	12	3	10
Police Officer	6	90,352	-	-	790	1,738	275	93,155	23,388	533	315	119	-	1,351	-	47,032	-	165,893	12	12	3	10
Police Officer	3	82,348	-	-	790	1,581	275	84,994	16,570	533	215	108	-	1,232	-	42,876	-	146,528	12	10	3	10
Police Officer	5	90,352	-	-	790	1,738	275	93,155	16,570	533	215	119	-	1,351	-	47,032	-	158,975	12	11	3	10
Police Officer	4	86,270	-	-	790	1,659	275	88,994	8,285	533	113	114	-	1,290	-	44,914	-	144,243	12	10	3	10
Police Officer	5	86,427	-	-	790	1,659	275	89,151	8,285	533	113	114	-	1,293	-	44,994	-	144,483	12	11	3	10
Police Officer	3	81,037	-	-	790	1,465	275	83,567	23,388	533	315	107	-	1,212	-	42,150	-	151,272	12	10	3	10
Fire Chief	7	156,1																				

VILLAGE OF WINNETKA BUDGETED EMPLOYEE COMPENSATION									EMPLOYER PAID PORTION OF INSURANCE				SOCIAL SECURITY (9)	MEDICARE	EMPLOYER STATUTORY PENSION CONTRIBUTIONS (10)			TOTAL EMPLOYMENT COSTS (11)	TIME OFF (DAYS)			
CALENDAR YEAR 2018	YEARS OF SERVICE	BASE SALARY*	AUTO ALLOWANCE (4)	EMPLOYER 457 CONTRIBUTION	UNIFORMS	HOLIDAY PAY (6)	SPECIALTY PAY (7)	TOTAL COMPENSATION (8)	HEALTH	DENTAL	VISION	LIFE			IMRF	POLICE	FIRE		SICK	VACATION (12)	PERSONAL DAYS	HOLIDAYS
Lieutenant	14	114,011	-	-	325	4,012	3,357	121,705	23,388	533	315	151	-	-	77,931	12	10	5	7			
Firefighter	34	98,539	-	-	325	3,468	200	102,532	23,388	533	315	131	-	-	67,355	12	12.5	5	7			
Firefighter	1	73,905	-	-	325	2,601	200	77,031	8,285	533	113	99	-	-	50,517	12	5	5	7			
Firefighter	25	98,539	-	-	325	3,468	2,474	104,806	23,388	533	315	131	-	-	67,355	12	12.5	5	7			
Firefighter	21	98,539	-	-	325	3,468	200	102,532	23,388	533	315	131	-	-	67,355	12	10.5	5	7			
Firefighter	19	98,539	-	-	325	3,468	1,564	103,896	23,388	533	315	131	-	-	67,355	12	10.5	5	7			
Firefighter	15	98,539	-	-	325	3,468	200	102,532	23,388	533	315	131	-	-	67,355	12	10.5	5	7			
Firefighter	11	98,539	-	-	325	3,468	2,019	104,351	23,388	533	315	131	-	-	67,355	12	8.5	5	7			
Firefighter	10	97,684	-	-	325	3,370	3,816	105,195	23,388	533	315	130	-	-	66,726	12	8	5	7			
Firefighter (5)	8	95,759	-	-	325	3,370	2,631	102,085	-	533	315	128	-	-	65,455	12	7	5	7			
Firefighter	8	95,759	-	-	325	3,370	200	99,654	23,388	533	315	128	-	-	65,455	12	7	5	7			
Firefighter	8	95,759	-	-	325	3,370	200	99,654	23,388	533	315	128	-	-	65,455	12	7	5	7			
Firefighter	7	95,759	-	-	325	3,370	200	99,654	16,570	533	215	128	-	-	65,455	12	6.5	5	7			
Firefighter	7	95,759	-	-	325	3,370	200	99,654	23,388	533	315	128	-	-	65,455	12	6.5	5	7			
Firefighter	6	95,759	-	-	325	3,370	1,084	100,538	16,570	533	215	128	-	-	65,455	12	6	5	7			
Firefighter	4	85,780	-	-	325	3,045	200	89,350	8,285	533	113	113	-	-	58,652	12	5	5	7			
Transitional Firefighter (1)	N/A	49,969	-	-	325	1,707	200	52,201	11,047	355	143	65	-	-	34,123	12	5	5	7			

*Base salary represents a 12-month calculation including a 2.75% COLA adjustment effective 1/1/18 and any budgeted individual step increases.

- (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 is eligible for the Village's health insurance opt-out incentive for 2018. Incentive amounts are as follows: \$4,654.50 for waiving single coverage, \$4,654.50 for waiving employee +1 coverage, and \$6,654.43 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 \$15,464,579.
- (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 \$131,040, prior to the actual 2018 cap of \$128,700 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 13.69% for IMRF, 50.92% for Police Pension, and 66.03% for Fire Pension.
- (11) Sum of total compensation plus benefit costs including health insurance, dental insurance, life insurance, Social Security, and pensions. The total amount budgeted is \$23,524,329.
- (12) Vacation Days vary based on years of service. Firefighters' days equal number of 24 hour shifts.