

VILLAGE OF WINNETKA									EMPLOYER PAID INSURANCE			SOCIAL SECURITY (10)	MEDICARE	EMPLOYER STATUTORY PENSION CONTRIBUTIONS (6)			TOTAL EMPLOYMENT COSTS (7)	TIME OFF (DAYS)			
EMPLOYEE COMPENSATION									HEALTH	DENTAL	LIFE			IMRF	POLICE	FIRE		SICK	VACATION (8)	PERSONAL DAYS	HOLIDAYS
Calendar Year 2017																					
	BASE SALARY*	AUTO ALLOWANCE (2)	457 CONTRIBUTION	HRA	UNIFORMS	HOLIDAY PAY (3)	SPECIALTY PAY (4)	TOTAL COMPENSATION (5)													
Accountant	62,396	-	-	100	-	-	-	62,496	15,017	578	104	3,869	905	8,467	-	-	91,436	12	10	5	7
Accounting Manager	95,311	-	-	100	-	-	-	95,411	15,017	578	159	5,909	1,382	12,934	-	-	131,390	12	15	5	7
Accounts Payable	74,511	-	-	100	-	-	-	74,611	7,890	587	57	4,620	1,080	10,111	-	-	98,956	12	25	5	7
Accounts Payable	53,752	-	-	100	-	-	-	53,852	7,890	587	90	3,333	779	7,294	-	-	73,825	12	10	5	7
Administrative Assistant	65,510	-	-	100	-	-	-	65,610	7,890	587	51	4,062	950	8,890	-	-	88,040	12	12	5	7
Administrative Secretary	70,865	-	-	100	-	-	1,636	72,601	7,890	587	55	4,495	1,053	9,840	-	-	96,521	12	25	5	7
Apprentice Lineman	99,577	-	-	100	-	-	-	99,677	22,275	587	35	6,174	1,444	13,512	-	-	143,704	12	14	5	7
Apprentice Lineman	85,769	-	-	100	-	-	-	85,869	7,891	587	30	5,318	1,244	11,639	-	-	112,578	12	12	5	7
Apprentice Lineman	76,709	-	-	100	-	-	-	76,809	7,891	587	27	4,756	1,113	10,409	-	-	101,592	12	10	5	7
Apprentice Lineman	71,827	-	-	100	-	-	-	71,927	15,017	578	54	4,453	1,042	9,747	-	-	102,818	12	10	5	7
Apprentice Lineman	75,882	-	-	100	-	-	-	75,982	7,891	587	26	4,705	1,100	10,297	-	-	100,588	12	10	5	7
Assistant Comm. Dev. Director	123,002	3,240	-	100	-	-	-	126,342	22,275	224	95	7,812	1,831	17,131	-	-	175,710	12	24	5	7
Assistant Finance Director	94,242	-	-	100	-	-	-	94,342	7,890	587	73	5,843	1,367	12,789	-	-	122,891	12	10	5	7
Assistant Village Engineer	121,462	3,240	-	100	-	-	9,343	134,145	7,891	587	93	7,813	1,943	18,189	-	-	170,661	12	21	5	7
Assistant Village Manager	138,000	-	-	100	-	-	-	138,100	7,890	587	106	7,812	2,001	18,727	-	-	175,223	12	15	5	7
Assistant W&E Director	120,499	-	-	100	-	-	-	120,599	22,275	224	93	7,471	1,748	16,352	-	-	168,762	12	16	5	7
Asst. Director Eng. & Public Wks	140,968	6,480	-	100	-	-	-	147,548	22,274	587	109	7,812	2,138	20,009	-	-	200,477	12	19	5	7
Benefits Administrator	112,619	-	-	100	-	-	2,888	115,607	22,275	587	87	7,161	1,675	15,674	-	-	163,066	12	25	5	7
Benefits Support Specialist	60,715	-	-	100	-	-	-	60,815	22,275	587	47	3,833	897	8,390	-	-	96,844	12	10	5	7
Civil Engineer	110,234	-	-	100	-	-	25,439	135,773	22,275	587	86	7,812	1,968	18,411	-	-	186,912	12	25	5	7
Code Enforcer Inspector	59,753	6,480	-	100	-	-	-	66,333	7,890	587	46	4,106	960	8,988	-	-	88,910	12	17	5	7
Communications Officer	79,783	-	-	100	540	2,301	-	82,724	15,781	587	61	5,122	1,198	11,139	-	-	116,612	12	21	5	7
Communications Officer	75,000	-	-	100	540	2,125	-	77,765	7,890	587	58	4,815	1,126	10,466	-	-	102,707	12	10	5	7
Communications Officer (9)	79,782	-	-	100	540	2,237	-	82,659	22,275	587	60	5,118	1,197	11,130	-	-	123,026	12	18	5	7
Communications Officer (9)	79,782	-	-	100	540	2,237	1,789	84,448	22,275	587	60	5,229	1,223	11,373	-	-	125,195	12	19	5	7
Community Development Director	151,448	3,240	2,500	100	-	-	13,524	170,812	22,275	587	114	7,812	2,349	21,986	-	-	225,935	12	25	5	7
Community Service Officer	74,212	-	-	100	680	-	-	74,992	22,275	587	57	4,643	1,086	10,071	-	-	113,711	12	21	5	7
Community Service Officer (9)	74,210	-	-	100	680	-	-	74,990	7,890	-	56	4,643	1,086	10,070	-	-	98,735	12	15	5	7
Controls Technician	111,058	-	-	100	-	-	6,674	117,832	15,781	587	86	7,299	1,707	15,976	-	-	159,268	12	25	5	7
Crew Leader	108,862	-	-	100	-	-	-	108,962	22,275	586	34	6,750	1,578	14,773	-	-	154,958	12	25	5	7
Crew Leader	110,262	-	-	100	-	-	-	110,362	22,274	224	38	6,836	1,598	14,962	-	-	156,294	12	25	5	7
Crew Leader	110,262	-	-	100	-	-	2,544	112,906	22,274	587	38	6,994	1,635	15,307	-	-	159,741	12	25	5	7
Customer Service Rep.	55,132	-	-	100	-	-	-	55,232	22,275	587	92	3,418	799	7,481	-	-	89,884	12	10	5	7
Distribution Construction Worker	55,733	-	-	100	-	-	-	55,833	22,274	587	42	3,456	808	7,563	-	-	90,563	12	10	5	7
Distribution Engineer I	86,749	-	-	100	-	-	-	86,849	7,890	587	67	5,379	1,258	11,772	-	-	113,802	12	10	5	7
Distribution Superintendent	121,121	-	-	100	-	-	-	121,221	15,780	587	54	7,510	1,756	16,436	-	-	163,344	12	25	5	7
E & W Plant Operator	110,262	-	-	100	-	-	398	110,760	22,275	587	85	6,861	1,604	15,017	-	-	157,189	12	25	5	7
E & W Plant Operator	107,153	-	-	100	-	-	-	107,253	22,274	587	82	6,643	1,554	14,540	-	-	152,933	12	14	5	7
E & W Plant Operator	103,700	-	-	100	-	-	-	103,800	7,891	587	80	6,430	1,504	14,072	-	-	134,364	12	14	5	7
E & W Plant Operator	103,460	-	-	100	-	-	-	103,560	15,781	587	80	6,414	1,500	14,039	-	-	141,961	12	13	5	7
E & W Plant Operator	87,505	-	-	100	-	-	-	87,605	15,017	578	146	5,426	1,269	11,874	-	-	121,915	12	10	5	7
E & W Plant Operator	90,212	-	-	100	-	-	-	90,312	15,781	587	151	5,593	1,308	12,242	-	-	125,974	12	10	5	7
E & W Plant Operator (9)	110,260	-	-	100	-	-	-	110,360	22,274	587	82	6,836	1,598	14,962	-	-	156,699	12	19	5	7
E & W Plant Operator (9)	110,260	-	-	100	-	-	-	110,360	22,274	587	82	6,836	1,598	14,962	-	-	156,699	12	16	5	7
Economic Development Coordinator	82,984	-	-	100	-	-	-	83,084	15,017	578	139	5,145	1,203	11,261	-	-	116,427	12	10	5	7
Electric Plant Operator	97,120	-	-	100	-	-	-	97,220	22,274	224	75	6,022	1,409	13,180	-	-	140,404	12	22	5	7
Electrical Control Technician	96,927	-	-	100	-	-	-	97,027	15,017	578	162	6,009	1,405	13,153	-	-	133,351	12	10	5	7
Electrical Plant Superintendent	130,301	3,240	-	100	-	-	3,007	136,648	15,781	-	100	7,812	1,980	18,530	-	-	180,851	12	25	5	7
Executive Assistant (9)	83,560	-	-	100	-	-	-	83,660	7,890	587	63	5,181	1,212	11,339	-	-	109,932	12	20	5	7
Finance Director	153,916	-	2,500	100	-	-	-	156,516	22,275	587	251	7,812	2,214	20,716	-	-	210,371	12	16	5	7
Fleet Mechanic	64,828	-	-	100	-	-	-	64,928	15,017	578	108	4,019	940	8,797	-	-	94,387	12	10	5	7
Fleet Mechanic	71,287	-	-	100	-	-	-	71,387	7,890	587	55	4,420	1,034	9,674	-	-	95,047	12	11	5	7
Fleet Services Supervisor	96,961	-	-	100	-	-	-	97,061	22,275	587	75	6,012	1,406	13,158	-	-	140,574	12	25	5	7
Human Resources Generalist	72,237	-	-	100	-	-	-	72,337	15,017	578	121	4,479	1,047	9,803	-	-	103,382	12	10	5	7
Information Systems Manager	148,589	-	-	100	-	-	19,050	167,739	22,275	587	114	7,812	2,431	22,749	-	-	223,707	12	25	5	7
Lead Communications Officer	88,483	-	-	100	590	2,301	-	91,474	7,890	587	61	5,666	1,325	12,319	-	-	119,321	12	21	5	7
Line Worker	107,845	-	-	100	-	-	-	107,945	22,274	587	37	6,687	1,564	14,635	-	-	153,729	12	25	5	7
Line Worker	105,013	-	-	100	-	-	-	105,113	15,781	224	36	6,511	1,523	14,250	-	-	143,438	12	25	5	7
Line Worker	102,053	-	-	100	-	-	-	102,153	22,274	587	35	6,328	1,480	13,848	-	-	146,705	12	10	5	7
Line Worker (9)	105,013	-	-	100	-	-	-	105,113	22,274	587	34	6,511	1,522	14,250	-	-	150,291	12	19	5	7
Maintenance Worker	56,056	-	-	100	-	-	-	56,156	7,890	587	94	3,475	813	7,607	-	-	76,622	12	10	5	7
Maintenance Worker	82,834	-	-	100	-	-	-	82,934	15,781	587	64	5,136	1,201	11,241	-	-	116,944	12	25	5	7
Maintenance Worker	54,536	-	-	100	-	-	-	54,636	7,890	587	91	3,382	790	7,400	-	-	74,776	12	10	5	7

VILLAGE OF WINNETKA										EMPLOYER PAID INSURANCE			EMPLOYER STATUTORY PENSION CONTRIBUTIONS (6)				TOTAL EMPLOYMENT COSTS (7)	TIME OFF (DAYS)			
EMPLOYEE COMPENSATION	BASE SALARY*	AUTO ALLOWANCE (2)	457 CONTRIBUTION	HRA	UNIFORMS	HOLIDAY PAY (3)	SPECIALTY PAY (4)	TOTAL COMPENSATION (5)	HEALTH	DENTAL	LIFE	SOCIAL SECURITY (10)	MEDICARE	IMRF	POLICE	FIRE	TOTAL COSTS (7)	SICK	VACATION (8)	PERSONAL DAYS	HOLIDAYS
Calendar Year 2017																					
Maintenance Worker	82,834	-	-	100	-	-	6,322	89,256	22,275	587	64	5,528	1,293	12,098	-	-	131,101	12	21	5	7
Maintenance Worker	82,834	-	-	100	-	-	-	82,934	22,275	587	64	5,136	1,201	11,241	-	-	123,438	12	21	5	7
Maintenance Worker	82,834	-	-	100	-	-	-	82,934	22,275	224	64	5,136	1,201	11,241	-	-	123,075	12	21	5	7
Maintenance Worker	54,297	-	-	100	-	-	-	54,397	15,017	578	91	3,366	787	7,368	-	-	81,604	12	10	5	7
Maintenance Worker	64,080	-	-	100	-	-	-	64,180	22,274	587	50	3,973	930	8,696	-	-	100,690	12	10	5	7
Maintenance Worker	63,514	-	-	100	-	-	-	63,614	7,890	587	48	3,938	921	8,619	-	-	85,617	12	10	5	7
Maintenance Worker	53,795	-	-	100	-	-	-	53,895	-	-	90	3,335	780	7,300	-	-	65,400	12	10	5	7
Management Analyst	79,557	-	-	100	-	-	-	79,657	7,890	587	61	4,933	1,154	10,796	-	-	105,078	12	10	5	7
Meter Reader (9)	68,291	-	-	100	-	-	1,702	70,093	22,275	224	51	4,340	1,015	9,498	-	-	107,496	12	19	5	7
Meter Reader (9)	68,291	-	-	100	-	-	1,532	69,923	22,275	224	51	4,329	1,012	9,475	-	-	107,289	12	17	5	7
Meter Tester	84,168	-	-	100	-	-	-	84,268	7,891	221	64	5,219	1,221	11,421	-	-	110,305	12	25	5	7
Permit Coordinator	69,822	-	-	100	-	-	-	69,922	7,890	587	54	4,329	1,012	9,475	-	-	93,269	12	16	5	7
Planning Assistant	85,210	-	-	100	-	-	-	85,310	22,275	224	66	5,283	1,236	11,563	-	-	125,957	12	21	5	7
Plant Mechanic	102,287	-	-	100	-	-	-	102,387	22,275	224	79	6,342	1,483	13,880	-	-	146,670	12	10	5	7
Public Safety Analyst - Police	67,742	-	-	100	-	-	-	67,842	15,781	587	113	4,200	982	9,193	-	-	98,698	12	10	5	7
Public Safety Analyst - Fire	58,081	-	-	100	-	-	-	58,181	7,890	587	97	3,601	842	7,882	-	-	79,080	12	10	5	7
Public Works Analyst	64,718	-	-	100	-	-	-	64,818	7,890	587	108	4,012	938	8,782	-	-	87,135	12	10	5	7
Public Works Director	170,213	6,480	2,500	100	-	-	10,000	189,293	22,274	587	128	7,812	2,539	23,753	-	-	246,386	12	25	5	7
Refuse Collector	55,978	-	-	100	-	-	-	56,078	22,274	587	94	3,470	812	7,596	-	-	90,911	12	10	5	7
Refuse Collector	82,834	-	-	100	-	-	-	82,934	15,781	587	64	5,136	1,201	11,241	-	-	116,944	12	25	5	7
Refuse Collector	82,834	-	-	100	-	-	36,638	119,572	15,781	587	64	7,407	1,732	16,212	-	-	161,355	12	25	5	7
Refuse Collector	81,096	-	-	100	-	-	-	81,196	22,275	587	63	5,028	1,176	11,005	-	-	121,330	12	21	5	7
Refuse Collector	78,635	-	-	100	-	-	-	78,735	22,275	587	61	4,875	1,140	10,671	-	-	118,344	12	17	5	7
Refuse Collector	66,005	-	-	100	-	-	-	66,105	7,890	587	51	4,092	957	8,957	-	-	88,639	12	10	5	7
Refuse Collector (9)	82,836	-	-	100	-	-	-	82,936	15,781	587	62	5,136	1,201	11,241	-	-	116,944	12	20	5	7
Refuse Supervisor	109,524	-	-	100	-	-	-	109,624	22,275	587	84	6,791	1,588	14,862	-	-	155,811	12	25	5	7
Sewer Supervisor	109,524	-	-	100	-	-	-	109,624	22,274	587	84	6,790	1,588	14,862	-	-	155,809	12	25	5	7
Street Supervisor	109,524	-	-	100	-	-	2,317	111,941	15,781	587	84	6,934	1,622	15,177	-	-	152,126	12	25	5	7
Street Technician (9)	87,597	-	-	100	-	-	2,057	89,754	15,781	587	66	5,559	1,300	12,166	-	-	125,213	12	20	5	7
Superintendent of Operation	122,865	-	-	100	-	-	-	122,965	22,275	587	95	7,618	1,782	16,673	-	-	171,995	12	14	5	7
Utility Billing	74,511	-	-	100	-	-	9,553	84,164	7,890	587	57	5,212	1,219	11,407	-	-	110,536	12	23	5	7
Utility Billing (9)	74,511	-	-	100	-	-	-	74,611	7,890	587	56	4,620	1,080	10,111	-	-	98,955	12	20	5	7
Village Forester	100,306	-	-	100	-	-	-	100,406	7,890	587	77	6,219	1,454	13,612	-	-	130,245	12	23	5	7
Village Manager	207,307	6,480	2,500	100	-	-	24,667	241,054	22,275	587	156	7,812	3,167	29,637	-	-	304,688	12	20	5	7
Water & Electric Director	164,790	(2)	2,500	100	-	-	13,884	181,274	22,275	224	124	7,812	2,496	23,362	-	-	237,567	12	21	5	7
Water Distribution Supervisor	80,978	-	-	100	-	-	-	81,078	15,781	587	28	5,020	1,174	10,989	-	-	114,657	12	10	5	7
Water Plant Superintendent	121,913	-	-	100	-	-	2,823	124,836	22,275	224	94	7,734	1,809	16,927	-	-	173,899	12	21	5	7
Communications Officer/Part-Time (1)	25,021	-	-	-	260	-	-	25,281	-	-	-	1,567	367	3,395	-	-	30,610	-	-	-	-
Communications Officer/Part-Time (1)	20,598	-	-	-	260	-	-	20,858	-	-	-	1,293	303	-	-	-	22,454	-	-	-	-
Communications Officer/Part-Time (1)	23,352	-	-	-	260	-	-	23,612	-	-	-	1,464	343	3,169	-	-	28,588	-	-	-	-
Communications Officer/Part-Time (1)	26,411	-	-	-	260	-	-	26,671	-	-	-	1,654	387	-	-	-	28,712	-	-	-	-
Crossing Guard/Part-Time CSO (1)	47,471	-	-	-	390	-	-	47,861	-	-	-	2,967	694	6,442	-	-	57,964	-	-	-	-
Crossing Guard/Part-Time CSO (1)	40,279	-	-	-	390	-	-	40,669	-	-	-	2,521	590	5,466	-	-	49,246	-	-	-	-
Engineering Intern - Public Works (1)	4,200	-	-	-	-	-	-	4,200	-	-	-	260	61	-	-	-	4,521	-	-	-	-
Engineering Intern - Water & Electric (1)	8,060	-	-	-	-	-	-	8,060	-	-	-	500	116	-	-	-	8,676	-	-	-	-
Fire Inspector - Part-Time (1)	17,658	-	-	-	-	-	-	17,658	-	-	-	1,095	256	-	-	-	19,009	-	-	-	-
Fire Inspector - Part-Time (1)	17,663	-	-	-	-	-	-	17,663	-	-	-	1,095	256	-	-	-	19,014	-	-	-	-
Fire Inspector - Part-Time (1)	17,669	-	-	-	-	-	-	17,669	-	-	-	1,095	256	-	-	-	19,020	-	-	-	-
Forestry Intern (1)	4,600	-	-	-	-	-	-	4,600	-	-	-	285	67	-	-	-	4,952	-	-	-	-
Hydrant Intern (1)	3,751	-	-	-	-	-	-	3,751	-	-	-	233	54	-	-	-	4,038	-	-	-	-
Hydrant Intern (1)	3,744	-	-	-	-	-	-	3,744	-	-	-	232	54	-	-	-	4,030	-	-	-	-
Hydrant Intern (1)	4,000	-	-	-	-	-	-	4,000	-	-	-	248	58	-	-	-	4,306	-	-	-	-
Planning Technician-Part-Time (1)	55,446	-	-	-	-	-	-	55,446	-	-	-	3,438	804	7,524	-	-	67,212	-	-	-	-
Plant Clerk-Part-Time (1)	33,874	-	-	-	-	-	-	33,874	-	-	-	2,100	491	4,597	-	-	41,062	-	-	-	-
Sewer Department Seasonal (1)	6,240	-	-	-	-	-	-	6,240	-	-	-	387	90	-	-	-	6,717	-	-	-	-
Street Department Seasonal (1)	6,240	-	-	-	-	-	-	6,240	-	-	-	387	90	-	-	-	6,717	-	-	-	-
Social Worker - Part-Time (1)	30,048	-	-	-	-	-	-	30,048	-	-	-	1,863	436	-	-	-	32,347	-	-	-	-
Utility Billing Clerk Part-Time (1)	46,692	-	-	-	-	-	-	46,692	-	-	-	2,895	677	6,336	-	-	56,600	-	-	-	-
Police Chief	159,139	(2)	2,500	100	970	-	9,007	171,716	22,275	587	120	-	2,356	-	80,051	-	277,105	12	25	5	7
Deputy Police Chief	145,333	(2)	-	100	970	-	3,714	150,117	22,275	587	112	-	2,171	-	74,934	-	250,196	12	24	5	7
Commander of Police	135,079	-	-	100	970	-	2,093	138,242	22,275	224	104	-	1,999	-	69,646	-	232,490	12	24	2	7

VILLAGE OF WINNETKA										EMPLOYER PAID INSURANCE			SOCIAL SECURITY	EMPLOYER STATUTORY PENSION CONTRIBUTIONS (6)			TOTAL EMPLOYMENT COSTS (7)	TIME OFF (DAYS)					
EMPLOYEE COMPENSATION										HEALTH	DENTAL	LIFE	(10)	MEDICARE	IMRF	POLICE	FIRE	SICK	VACATION (8)	PERSONAL DAYS	HOLIDAYS		
Calendar Year 2017										BASE SALARY*	AUTO ALLOWANCE (2)	457 CONTRIBUTION	HRA	UNIFORMS	HOLIDAY PAY (3)	SPECIALTY PAY (4)	TOTAL COMPENSATION (5)						
Commander of Police	135,079	-	-	100	970	-	1,915	138,064	22,275	587	104	-	1,996	-	69,646	-	232,672	12	21	2	7		
Police Officer	95,879	-	-	100	790	1,844	2,580	101,193	22,275	587	74	-	1,461	-	50,386	-	175,976	12	25	3	10		
Police Officer	73,102	-	-	100	790	1,309	275	75,576	7,890	587	122	-	1,090	-	38,367	-	123,632	12	10	3	10		
Police Officer	68,078	-	-	100	790	1,309	275	70,552	22,275	587	52	-	1,017	-	35,776	-	130,259	12	10	3	10		
Police Officer	88,394	-	-	100	790	1,844	24,982	116,110	15,781	587	67	-	1,678	-	46,527	-	180,750	12	21	3	10		
Police Officer	95,879	-	-	100	950	1,844	2,234	101,007	22,275	587	74	-	1,459	-	50,386	-	175,788	12	21	3	10		
Police Officer	95,879	-	-	100	790	1,844	275	98,888	22,275	587	74	-	1,428	-	50,386	-	173,638	12	21	3	10		
Police Officer	71,700	-	-	100	790	1,309	275	74,174	7,890	587	120	-	1,070	-	37,644	-	121,485	12	10	3	10		
Police Officer	95,879	-	-	100	790	1,844	275	98,888	15,781	587	74	-	1,428	-	50,386	-	167,144	12	17	3	10		
Police Officer	94,737	-	-	100	790	1,792	275	97,694	22,275	224	73	-	1,411	-	49,771	-	171,448	12	16	3	10		
Police Officer	93,181	-	-	100	950	1,792	275	96,298	22,275	587	72	-	1,391	-	48,968	-	169,591	12	15	3	10		
Police Officer	93,181	-	-	100	950	1,792	275	96,298	22,275	224	72	-	1,391	-	48,968	-	169,228	12	12	3	10		
Police Officer	78,644	-	-	100	790	1,426	275	81,235	7,890	587	61	-	1,172	-	41,284	-	132,229	12	10	3	10		
Police Officer	93,181	-	-	100	790	1,792	275	96,138	7,890	587	72	-	1,388	-	48,968	-	155,043	12	11	3	10		
Police Officer	87,934	-	-	100	790	1,691	275	90,790	22,275	587	68	-	1,311	-	46,211	-	161,242	12	11	3	10		
Police Officer	74,378	-	-	100	790	1,426	275	76,969	15,781	587	57	-	1,110	-	39,085	-	133,589	12	10	3	10		
Police Officer	87,017	-	-	100	790	1,615	275	89,797	15,781	587	67	-	1,296	-	45,699	-	153,227	12	10	3	10		
Police Officer	81,212	-	-	100	790	1,538	275	83,915	15,781	587	63	-	1,211	-	42,666	-	144,223	12	10	3	10		
Police Officer	82,129	-	-	100	790	1,538	275	84,832	7,890	587	63	-	1,224	-	43,139	-	137,735	12	10	3	10		
Police Officer	73,749	-	-	100	790	1,386	275	76,300	22,275	587	123	-	1,100	-	38,740	-	139,125	12	10	3	10		
Sergeant of Police	115,511	-	-	100	840	3,332	275	120,058	22,275	587	89	-	1,735	-	59,558	-	204,302	12	21	2	7		
Sergeant of Police	115,511	-	-	100	840	3,332	275	120,058	22,275	587	89	-	1,735	-	59,558	-	204,302	12	21	2	7		
Sergeant of Police	105,288	-	-	100	840	2,999	275	109,502	22,275	587	81	-	1,582	-	54,287	-	188,314	12	24	2	7		
Sergeant of Police	115,511	-	-	100	840	3,332	2,941	122,724	22,275	587	89	-	1,774	-	59,558	-	207,007	12	21	2	7		
Sergeant of Police	113,956	-	-	100	840	3,165	2,913	120,974	7,890	587	88	-	1,749	-	58,756	-	190,044	12	21	2	7		
Fire Chief	151,982	(2)	2,500	100	-	-	19,600	174,182	-	587	114	-	2,381	-	-	99,938	277,202	12	21	5	7		
Deputy Fire Chief	146,164	(2)	-	100	-	-	3,573	149,837	22,275	587	113	-	2,171	-	-	98,515	273,498	12	21	5	7		
Firefighter	95,902	-	-	100	325	3,375	200	99,902	22,275	587	74	-	-	-	-	64,638	187,476	12	12.5	5	7		
Firefighter	73,044	-	-	100	325	2,571	200	76,240	7,890	587	122	-	1,104	-	-	49,232	135,174	12	5	5	7		
Firefighter	95,902	-	-	100	325	3,375	2,856	102,558	22,275	587	74	-	1,474	-	-	64,638	191,606	12	12	5	7		
Firefighter	95,902	-	-	100	325	3,375	200	99,902	22,275	587	74	-	1,436	-	-	64,638	188,912	12	10.5	5	7		
Firefighter	95,902	-	-	100	325	3,375	2,270	101,972	22,275	224	74	-	1,466	-	-	64,638	190,649	12	10.5	5	7		
Firefighter	95,902	-	-	100	325	3,375	200	99,902	22,275	224	74	-	1,436	-	-	64,638	188,549	12	10	5	7		
Firefighter	95,069	-	-	100	325	3,346	1,260	100,100	22,275	587	73	-	1,439	-	-	64,077	188,551	12	8	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	22,275	587	72	-	1,396	-	-	62,814	184,245	12	7.5	5	7		
Firefighter	93,196	-	-	100	325	3,280	2,781	99,682	22,275	587	72	-	1,434	-	-	62,814	186,864	12	6.5	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	22,275	587	72	-	1,396	-	-	62,814	184,245	12	6.5	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	7,890	587	72	-	1,396	-	-	62,814	169,860	12	6.5	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	15,781	587	72	-	1,396	-	-	62,814	177,751	12	6	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	22,275	224	72	-	1,396	-	-	62,814	183,882	12	6	5	7		
Firefighter	93,196	-	-	100	325	3,280	200	97,101	15,781	587	72	-	1,396	-	-	62,814	177,751	12	5.5	5	7		
Firefighter	79,027	-	-	100	325	2,781	200	82,433	7,890	587	61	-	1,191	-	-	53,264	145,426	12	5	5	7		
Captain	122,133	-	-	100	325	4,298	3,582	130,438	22,275	587	94	-	1,865	-	-	82,318	237,577	12	12.5	5	7		
Captain	122,133	-	-	100	325	4,298	200	127,056	15,781	587	94	-	1,816	-	-	82,318	227,652	12	12.5	5	7		
Captain	122,133	-	-	100	325	4,298	3,018	129,874	22,275	587	94	-	1,857	-	-	82,318	237,005	12	10.5	5	7		
Lieutenant	110,960	-	-	100	325	3,905	200	115,490	15,781	587	86	-	1,654	-	-	74,787	208,385	12	12	5	7		
Lieutenant	110,960	-	-	100	325	3,905	3,273	118,563	22,275	587	86	-	1,698	-	-	74,787	217,996	12	10.5	5	7		
Lieutenant	110,960	-	-	100	325	3,905	200	115,490	7,890	587	86	-	1,654	-	-	74,787	200,494	12	9.5	5	7		
Lieutenant	110,960	-	-	100	325	3,905	3,273	118,563	22,275	587	86	-	1,698	-	-	74,787	217,996	12	9.5	5	7		

*Base salary represents a 12-month calculation including a 2.5% COLA adjustment effective 1/1/17 and any anticipated individual step increases.

(1) Part-Time Employees are paid on an hourly basis. Projected compensation is based on current work schedule; actual compensation may vary.

(2) Individuals provided Village Vehicles.

(3) Sworn Police and Firemen receive Holiday Pay as follows: Sergeants receive 40 hours at Time & 1/2 pay; Officers receive 40 hours at Straight pay; Firemen receive 61 hours at Time & 1/2 pay.

(4) Includes Health Stipend, Sick Leave Cashed Out, Fitness Incentive, Firearms Incentive and any performance bonuses.

(5) Pursuant to Section 7.3 of the Open Meetings Act. The total amount budgeted is \$14,901,454

(6) Actuarially determined amount required for employees. The following categories of payments to employees are not pension eligible: Auto Allowance, HRA, 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 13.57% for IMRF, 48.1% for Police Pension, and 67.4% for Fire Pension.

(7) Sum of total compensation plus benefit costs including health insurance, dental insurance, life insurance, Social Security, and pensions. The total amount budgeted is \$23,323,258

(8) Vacation Days vary based on years of service. Firefighters equal number of 24 hour shifts.

(9) Employee base rate is budgeted to include a merit bonus of 2.9%. Bonuses are discretionary and can range from 0% - 2.9% of their salary.

(10) Social Security wages are subject to caps as established by the federal government. The budget was prepared with an estimated 2017 wage cap of \$126,000, prior to the actual 2017 cap of \$127,200 being announced. Wages will be paid out using the cap in place at the time of payment.