

VILLAGE OF WINNETKA										EMPLOYER PAID INSURANCE				EMPLOYER STATUTORY PENSION CONTRIBUTIONS (6)			TOTAL EMPLOYMENT		TIME OFF (DAYS)							
EMPLOYEE COMPENSATION										HEALTH			DENTAL	LIFE	SOCIAL SECURITY	MEDICARE	IMRF	POLICE	FIRE	TOTAL COSTS (7)	SICK	VACATION (8)	FLOATING HOLIDAYS	HOLIDAYS		
Calendar Year 2016										BASE SALARY*	AUTO ALLOWANCE	457 CONTRIBUTION	HRA	UNIFORMS	HOLIDAY PAY (3)	SPECIALTY PAY (4)	TOTAL COMPENSATION (5)									
Accountant	87,795	-	-	300	-	-	-	88,095	20,887	221	176	5,443	1,273	12,590	-	-	128,685	12	20	5	7					
Accounts Payable	72,694	-	-	300	-	-	-	72,994	7,397	569	146	4,507	1,054	10,424	-	-	97,091	12	25	5	7					
Administrative Assistant	67,279	-	-	300	-	-	-	67,579	7,397	569	135	4,171	976	9,648	-	-	90,474	12	11	5	7					
Administrative Secretary	69,137	-	-	300	-	-	1,529	70,966	7,397	569	139	4,381	1,025	10,134	-	-	94,610	12	25	5	7					
Apprentice	90,243	-	-	300	-	-	-	90,543	20,887	569	181	5,595	1,309	12,941	-	-	132,024	12	13	5	7					
Apprentice	81,897	-	-	300	-	-	-	82,197	7,397	569	164	5,078	1,188	11,744	-	-	108,336	12	11	5	7					
Apprentice	71,836	-	-	300	-	-	-	72,136	7,397	569	144	4,454	1,042	10,301	-	-	96,043	12	10	5	7					
Apprentice	71,476	-	-	300	-	-	-	71,776	7,397	569	143	4,432	1,036	10,250	-	-	95,603	12	10	5	7					
Apprentice	70,997	-	-	300	-	-	-	71,297	7,397	569	142	4,402	1,029	10,181	-	-	95,018	12	10	5	7					
Assistant Comm. Dev. Director	120,002	3,240	-	300	-	-	-	123,542	20,887	221	240	7,347	1,787	17,673	-	-	171,697	12	23	5	7					
Assistant Finance Director	128,290	-	-	300	-	-	5,677	134,267	7,397	569	257	7,347	1,943	19,211	-	-	170,990	12	25	5	7					
Assistant to the Village Manager	112,262	-	-	300	-	-	5,000	117,562	7,397	569	225	7,270	1,700	16,815	-	-	151,539	12	10	5	7					
Assistant Village Engineer	118,500	3,240	-	300	-	-	4,429	126,469	7,397	569	237	7,347	1,829	18,093	-	-	161,942	12	21	5	7					
Assistant W&E Director	113,537	-	-	300	-	-	-	113,837	20,887	221	228	7,039	1,646	16,281	-	-	160,139	12	15	5	7					
Asst. Director Eng. & Public Wks	133,273	6,480	-	300	-	-	-	140,053	20,887	569	267	7,347	2,026	20,041	-	-	191,190	12	18	5	7					
Benefits Administrator	109,872	-	-	300	-	-	5,402	115,574	20,887	569	220	7,147	1,671	16,530	-	-	162,599	12	25	5	7					
Benefits Support Specialist	52,984	-	-	300	-	-	-	53,284	20,887	569	106	3,285	768	7,598	-	-	86,497	12	10	5	7					
Civil Engineer	107,546	-	-	300	-	-	-	107,846	20,887	569	216	6,668	1,559	15,422	-	-	153,167	12	25	5	7					
Code Enforcer Inspector	58,296	6,480	-	300	-	-	-	65,076	7,397	569	117	4,016	939	9,289	-	-	87,403	12	16	5	7					
Communications Officer	77,837	-	-	300	520	2,153	-	80,810	14,795	569	156	4,992	1,167	11,545	-	-	114,034	12	21	5	7					
Communications Officer	77,837	-	-	300	520	1,883	-	80,540	20,887	569	156	4,975	1,163	11,506	-	-	119,797	12	21	5	7					
Communications Officer (9)	77,837	-	-	300	520	1,883	-	80,540	20,887	569	156	4,975	1,163	11,506	-	-	119,797	12	18	5	7					
Communications Officer	69,342	-	-	300	520	1,883	-	72,045	7,397	569	139	4,448	1,040	10,288	-	-	95,927	12	10	5	7					
Community Development Director	147,754	3,240	2,500	300	-	-	7,265	161,059	20,887	569	296	7,347	2,331	23,053	-	-	215,542	12	18	5	7					
Community Service Officer	72,402	-	-	300	660	-	-	73,362	20,887	569	145	4,530	1,059	10,477	-	-	111,029	12	21	5	7					
Community Service Officer	70,360	-	-	300	660	-	-	71,320	7,397	569	141	4,403	1,030	10,184	-	-	95,044	12	15	5	7					
Controls Technician	108,349	-	-	300	-	-	-	108,649	14,795	569	217	6,718	1,571	15,537	-	-	148,056	12	25	5	7					
Crew Leader	107,572	-	-	300	-	-	-	107,872	20,887	569	216	6,669	1,560	15,426	-	-	153,199	12	25	5	7					
Crew Leader	107,572	-	-	300	-	-	-	107,872	20,887	221	216	6,669	1,560	15,426	-	-	152,851	12	25	5	7					
Crew Leader	107,572	-	-	300	-	-	1,785	109,657	20,887	569	216	6,780	1,586	15,682	-	-	155,376	12	25	5	7					
Customer Service Rep	48,561	-	-	300	-	-	-	48,861	20,887	569	97	3,011	704	6,964	-	-	81,093	12	10	5	7					
Data Processing Manager	144,965	-	-	300	-	-	4,455	149,720	20,887	569	291	7,347	2,167	21,427	-	-	202,407	12	25	5	7					
Distribution Engineer 1	81,944	-	-	300	-	-	-	82,244	7,397	569	164	5,081	1,188	11,751	-	-	108,394	12	10	5	7					
Distribution Engineer	76,839	-	-	300	-	-	-	77,139	7,397	569	154	4,764	1,114	11,019	-	-	102,156	12	10	5	7					
Distribution Superintendent	117,594	(2)	-	300	-	-	-	117,894	14,795	569	236	7,291	1,705	16,863	-	-	159,353	12	25	5	7					
E & W Plant Operator	107,572	-	-	300	-	-	478	108,350	20,887	569	216	6,699	1,567	15,494	-	-	153,782	12	25	5	7					
E & W Plant Operator (9)	107,571	-	-	300	-	-	-	107,871	20,887	569	216	6,669	1,560	15,426	-	-	153,197	12	21	5	7					
E & W Plant Operator	104,539	-	-	300	-	-	-	104,839	20,887	569	209	6,481	1,516	14,991	-	-	149,493	12	15	5	7					
E & W Plant Operator	104,147	-	-	300	-	-	-	104,447	20,887	221	209	6,457	1,510	14,935	-	-	148,666	12	13	5	7					
E & W Plant Operator	99,883	-	-	300	-	-	-	100,183	7,397	569	200	6,193	1,448	14,323	-	-	130,313	12	13	5	7					
E & W Plant Operator	99,122	-	-	300	-	-	-	99,422	14,795	569	199	6,146	1,437	14,214	-	-	136,782	12	12	5	7					
E & W Plant Operator	91,391	-	-	300	-	-	-	91,691	20,887	569	183	5,666	1,325	13,105	-	-	133,427	12	10	5	7					
E & W Plant Operator	85,447	-	-	300	-	-	-	85,747	7,397	569	171	5,298	1,239	12,253	-	-	112,674	12	10	5	7					
Electric Plant Operator Only	97,492	-	-	300	-	-	-	97,792	20,887	221	195	6,045	1,414	13,980	-	-	140,534	12	17	5	7					
Electrical Plant Superintendent	127,123	3,240	-	300	-	-	-	130,663	20,887	221	255	7,347	1,890	18,694	-	-	179,957	12	25	5	7					
Finance Director	150,162	-	2,500	300	-	-	-	152,962	7,397	569	301	7,347	2,214	21,892	-	-	192,681	12	15	5	7					
Financial Services Coordinator	73,377	-	-	300	-	-	-	73,677	7,397	569	147	4,549	1,064	10,522	-	-	97,926	12	10	5	7					
Fleet Mechanic	88,877	-	-	300	-	-	-	89,177	20,887	569	178	5,510	1,289	12,745	-	-	130,355	12	25	5	7					
Fleet Mechanic	64,839	-	-	300	-	-	-	65,139	7,397	569	130	4,020	940	9,298	-	-	87,493	12	20	5	7					
Fleet Services Supervisor	106,853	-	-	300	-	-	2,463	109,616	14,795	569	214	6,778	1,585	15,676	-	-	149,233	12	25	5	7					
Distribution Construction Worker	52,147	-	-	300	-	-	-	52,447	7,397	569	105	3,233	756	7,478	-	-	71,985	12	10	5	7					
Lead Communications Officer	85,637	-	-	300	-	-	6,800	92,737	7,397	569	172	5,731	1,340	13,255	-	-	121,202	12	15	5	7					
Line Worker	102,452	-	-	300	-	-	-	102,752	20,887	569	205	6,352	1,486	14,692	-	-	146,943	12	25	5	7					
Line Worker	102,452	-	-	300	-	-	-	102,752	14,795	221	205	6,352	1,486	14,692	-	-	140,503	12	25	5	7					
Line Worker (9)	99,564	-	-	300	-	-	-	99,864	20,887	569	200	6,173	1,444	14,277	-	-	143,414	12	18	5	7					
Maintenance Worker	80,814	-	-	300	-	-	-	81,114	14,795	569	162	5,010	1,172	11,589	-	-	114,411	12	25	5	7					
Maintenance Worker	80,814	-	-	300	-	-	-	81,114	14,795	569	162	5,010	1,172	11,589	-	-	114,411	12	25	5	7					
Maintenance Worker	80,814	-	-	300	-	-	-	81,114	7,397	570	162	5,010	1,172	11,589	-	-	107,014	12	25	5	7					
Maintenance Worker	80,814	-	-	300	-	-	983	82,097	20,887	569	162	5,071	1,186	11,730	-	-	121,702	12	21	5	7					
Maintenance Worker	80,814	-	-	300	-	-	-	81,114	20,887	569	162	5,010	1,172	11,589	-	-	120,503	12	14	5	7					
Maintenance Worker	80,814	-	-	300	-	-	-	81,114	20,887	221	162	5,010	1,172	11,589	-	-	120,155	12	21	5	7					
Maintenance Worker	54,210	-	-	300	-	-	-	54,510	7,397	569	109	3,361	786	7,774	-	-	74,505	12	10	5	7					
Maintenance Worker	60,696	-	-	300	-	-	-	60,996	14,795	569	122	3,763	880	8,704	-	-	89,829	12	10	5	7					
Maintenance Worker	59,794	-	-	300	-	-	-	60,094	7,397	569	120	3,707	867	8,574	-	-	81,329	12	10	5	7					
Management Analyst	68,382	-	-	300	-	-	-	68,682	7,397	569	137	4,240	992	9,806	-	-	91,822	12	10	5	7					
Manager's Secretary (9)	81,522	-	-	300	-	-	3,652	85,474	14,795	569	163	5,281	1,235	12,214	-	-	119,731	12	19	5	7					
Mechanic	111,057	-	-	300	-	-	-	111,357	14,795	569	223	6,886	1,610	15,926	-	-	151,365	12	25	5	7					
Meter Reader (9)	64,747	-	-	300	-	-	-	65,047	2																	

VILLAGE OF WINNETKA										EMPLOYER PAID INSURANCE			EMPLOYER STATUTORY PENSION CONTRIBUTIONS (6)			TOTAL EMPLOYMENT COSTS (7)	TIME OFF (DAYS)													
EMPLOYEE COMPENSATION										HEALTH	DENTAL	LIFE	SOCIAL SECURITY	MEDICARE	IMRF	POLICE	FIRE	SICK	VACATION (8)	FLOATING HOLIDAYS	HOLIDAYS									
Calendar Year 2016										BASE SALARY*	AUTO ALLOWANCE	457 CONTRIBUTION	HRA	UNIFORMS	HOLIDAY PAY (3)	SPECIALTY PAY (4)	TOTAL COMPENSATION (5)													
Lieutenant										108,253	-	-	300	325	3,810	200	112,888	14,795	569	217	-	1,604	-	-	62,541	192,614	12	12	5	7
Lieutenant										108,253	-	-	300	325	3,810	3,073	115,761	20,887	569	217	-	1,562	-	-	62,541	201,537	12	11	5	7
Lieutenant										108,253	-	-	300	325	3,810	200	112,888	7,397	569	217	-	1,604	-	-	62,541	185,216	12	9	5	7
Lieutenant										108,253	-	-	300	325	3,810	3,073	115,761	20,887	221	217	-	828	-	-	62,541	200,455	12	9	5	7

*Base Salary represents a 12 month calculation including a COLA adjustment on 1/1/16 and any 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 and any performance bonuses.
- (5) Pursuant to Section 7.3 of the Open Meetings Act. The total amount budgeted is \$14,299,416
- (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 14.34% for IMRF, 47% for Police Pension, and 55% 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 \$22,031,173
- (8) Vacation Days vary based on number of years employed. Firefighters equal number of 24 hour shifts
- (9) Employees are eligible to receive a one time merit bonus of 0% - 2.9% of their base pay.