

CITY'S ESTIMATED TOTAL COST OF BENEFITS FY23 MAY 1 2022 TO APRIL 30 2023

| | | | | BASE | | | | | | | | | |
|-----------|-----------------|------------|--------------------------------|-------------|-------------|-----------|-----------------|-------------|-------------|------------|----------------------------|--------------|--|
| | LAST NAME | FIRST NAME | TITLE/JOB POSITION | BASE SALARY | HOURLY WAGE | LONGEVITY | Licenses/Titles | GROSS WAGES | HEALTH | IMRF | TOTAL COMPENSATION PACKAGE | | |
| Part-Time | Conklin | Heather | Administrative Assistant | | \$17.00 | | | \$16,983.00 | | | | \$16,983.00 | |
| Full-Time | Davis | Michele | City Accountant | | \$24.84 | \$1.18 | | \$51,667.20 | \$14,629.32 | \$5,032.39 | | \$71,328.91 | |
| Full-Time | Holper | Luanne | City Clerk/Collector | \$6,000.00 | \$21.46 | | | \$51,066.00 | \$18,009.00 | \$4,973.83 | | \$74,048.83 | |
| Full-Time | Vacant Position | | Building /Code Official | \$58,000.00 | \$27.40 | | | \$58,000.00 | | \$5,649.20 | | \$63,649.20 | |
| Full-Time | Beil | Joseph | Policeman | | \$31.74 | | | \$69,320.16 | \$16,676.40 | \$6,751.78 | | \$92,748.34 | |
| Full-Time | Boehm | Robert | Policeman | | \$28.52 | | | \$62,287.68 | \$18,189.12 | \$6,066.82 | | \$86,543.62 | |
| Full-Time | Cox | Gregg | Policeman | | \$27.31 | | | \$59,645.04 | \$3,000.00 | \$6,101.63 | | \$68,746.67 | |
| Full-Time | Harris | Kevin | Policeman | | \$31.18 | | | \$68,097.12 | \$3,000.00 | \$6,924.86 | | \$78,021.98 | |
| Full-Time | Knepper | Steven | Sergeant | | \$35.87 | \$0.68 | \$0.96 | \$78,340.08 | \$16,544.28 | \$7,630.32 | | \$102,514.68 | |
| Full-Time | Newport | Brittney | Policewoman | | \$26.15 | \$1.71 | | \$57,111.60 | \$7,101.60 | \$5,562.67 | | \$69,775.87 | |
| Full-Time | Puckett | Kyle | Policeman | | \$26.15 | \$1.71 | | \$57,111.60 | \$14,161.08 | \$5,562.67 | | \$76,835.35 | |
| Full-Time | Roth | David | Chief of Police | \$86,984.56 | | | | \$86,984.56 | \$15,295.68 | \$8,472.30 | | \$110,752.54 | |
| Full-Time | Rowland | Leland | Policeman | | \$27.31 | \$1.16 | | \$59,645.04 | \$30,099.00 | \$5,809.43 | | \$95,553.47 | |
| Full-Time | Schmulbach | Kurt | Policeman | | \$29.56 | | | \$64,559.04 | \$26,215.08 | \$6,288.05 | | \$97,062.17 | |
| Full-Time | Tutterow | William | Sergeant | | \$34.23 | \$0.67 | \$0.96 | \$74,758.32 | \$27,439.80 | \$7,281.46 | | \$109,479.58 | |
| Full-Time | Berkemann | Kevin | Street/Cemetery Operator | | \$28.08 | \$0.55 | | \$58,406.40 | \$10,241.16 | \$5,688.78 | | \$74,336.34 | |
| Full-Time | Terry | Cody | Street/Cemetery Operator | | \$21.20 | \$1.58 | | \$44,096.00 | \$6,147.12 | \$4,294.95 | | \$54,538.07 | |
| Full-Time | Vacant Position | | Street/Cemetery Operator | | \$19.62 | | | \$40,809.60 | | \$3,974.86 | | \$44,784.46 | |
| Full-Time | Vacant Position | | Street Superintendent | | \$31.25 | | | \$65,000.00 | | \$6,331.00 | | \$71,331.00 | |
| Full-Time | Beckwith | Trisha | Administrative Assistant | | \$27.10 | \$0.53 | | \$56,368.00 | \$18,249.12 | \$5,490.24 | | \$80,107.36 | |
| Full-Time | Friedrich | Thomas | Water/Sewer Maint. Operator | | \$28.17 | | \$0.50 | \$58,593.60 | \$10,721.40 | \$5,707.02 | | \$75,022.02 | |
| Full-Time | Ogden | Michael | Water/Sewer Maint. Operator | | \$34.23 | | | \$71,198.40 | \$24,642.24 | \$6,934.72 | | \$102,775.36 | |
| Full-Time | Haas | Kevin | Water/Sewer Operator in Charge | | \$35.42 | | \$1.00 | \$73,673.60 | \$15,625.80 | \$7,175.81 | | \$96,475.21 | |
| Full-Time | Missey | James | Water/Sewer Maint. Operator | | \$36.95 | \$0.72 | \$0.25 | \$76,856.00 | \$19,629.84 | \$7,485.77 | | \$103,971.61 | |
| Full-Time | Zimmerman | Penny | Water/Sewer Superintendent | | \$45.30 | \$0.05 | | \$95,130.00 | \$14,629.32 | \$9,265.66 | | \$119,024.98 | |
| | Bennett | George | Alderman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Duckworth | Mallory | Alderwoman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Fero | George | Alderman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Mack | Landall | Alderman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | McPeek | Stephanie | Alderwoman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Washington | Linda | Alderwoman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Wilkins | Elizabeth | Alderwoman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Wilson | Larry | Treasurer | \$5,750.04 | | | | | | | | \$5,750.04 | |
| | Witty | Charles | Alderman | \$1,200.00 | | | | | | | | \$1,200.00 | |
| | Wright | Cheri | Mayor | \$5,760.00 | | | | | | | | \$5,760.00 | |

LIFE INSURANCE - The employer provides each Full-Time employee with term life insurance benefit and Accidental Death & Dismemberment, in the amount of \$25,000 at no cost to the employee.

VACATION LEAVE -AFSCME

Full-Time employees are entitled to vacation time based on the below schedule. Employees are awarded their vacation time on May 1 of each year.

| | |
|-------------|--|
| 1st Year | pro-rated based on 6 days equal to 48 hours |
| 2nd Year | 6 days equal to 48 hours |
| 3-5 Years | 12 days equal to 96 hours |
| 6-9 Years | 18 days equal to 144 hours |
| 10-13 Years | 24 days equal to 192 hours |
| 14 Years | additional 1 day per year theater, capped at 30 days |

VACATION LEAVE -Illinois Fraternal Order of Police

SICK TIME - AFSCME

Employees earn paid sick time at a rate of 10 hours per month , with an additional 17 hours awarded at the end of the fiscal year

SICK TIME- Illinois Fraternal Order of Police

LONGEVITY PAY - AFSCME

All bargaining unit members receive longevity increases according

| |
|--|
| Year 1 Step - 8% above the original starting rate |
| Year 3 Step- 5% above the prior step |
| Year 5 Step - 5% above the prior step |
| Year 7 Step - 2% above the prior step |
| Every step thereafter shall be 2 % above the previous step |

Full-Time employees are entitled to vacation time based on the below schedule.
Employees are awarded their vacation time on May 1 of each year.

| | |
|-------------|---|
| 1st Year | pro-rated from date of hire to end of fiscal year |
| 2-5 Years | 8 days equal to 96 hours |
| 6-10 Years | 12 days equal to 144 hours |
| 11-14 Years | 16 days equal to 192 hours |
| 15+ Years | 20 days or 240 hours |

Employees will accrue sick days at the rate of 1 work day
(12 hours) per month.

| Wage Schedule - Illinois Fraternal Order of Police | 4% |
|--|----------|
| start | 5/1/2022 |
| after 1 | \$24.44 |
| after 3 | \$26.15 |
| after 5 | \$27.31 |
| after 7 | \$28.52 |
| after 9 | \$29.04 |
| after 9 | \$29.56 |
| after 11 | \$30.10 |
| after 13 | \$30.63 |
| after 15 | \$31.18 |
| after 17 | \$31.74 |
| after 19 | \$32.32 |
| after 20 | \$32.97 |
| after 21 | \$33.63 |
| after 22 | \$34.30 |
| after 23 | \$34.99 |
| Every year after year 23 | 2% |

| 3% | 3% | 3% |
|----------|----------|----------|
| 5/1/2023 | 5/1/2024 | 5/1/2025 |
| \$25.17 | \$25.93 | \$26.71 |
| \$26.94 | \$27.75 | \$28.58 |
| \$28.13 | \$28.97 | \$29.84 |
| \$29.38 | \$30.26 | \$31.17 |
| \$29.91 | \$30.80 | \$31.73 |
| \$30.45 | \$31.36 | \$32.30 |
| \$31.00 | \$31.93 | \$32.89 |
| \$31.55 | \$32.50 | \$33.47 |
| \$32.11 | \$33.08 | \$34.07 |
| \$32.70 | \$33.68 | \$34.69 |
| \$33.29 | \$34.29 | \$35.32 |
| \$33.96 | \$34.98 | \$36.03 |
| \$34.64 | \$35.68 | \$36.75 |
| \$35.33 | \$36.39 | \$37.48 |
| \$36.04 | \$37.12 | \$38.23 |