

EMPLOYEE BENEFITS - FY 17/18												
	Employee Only			Employee + Spouse			Employee + Children			Family		
	Premium	City Cost	Employee Cost	Premium	City Cost	Employee Cost	Premium	City Cost	Employee Cost	Premium	City Cost	Employee Cost
Medical A	\$ 10,088.04	\$ 10,088.04	\$ -	\$ 19,774.08	\$ 17,599.08	\$ 2,175.00	\$ 17,801.40	\$ 15,626.40	\$ 2,175.00	\$ 27,487.44	\$ 23,137.44	\$ 4,350.00
<i>**Medical plan includes a deductible of \$1,000 per person/\$2,000 per family per year. City reimburses \$500 per family unit.**</i>												
Medical B	\$ 9,268.08	\$ 9,268.08	\$ -	\$ 18,166.56	\$ 16,168.56	\$ 1,998.00	\$ 16,354.44	\$ 14,356.44	\$ 1,998.00	\$ 25,253.28	\$ 21,256.80	\$ 3,996.48
<i>**Medical plan includes a deductible of \$4,000 per person/\$8,000 per family per year. City reimburses \$500 per family unit.**</i>												
Medical C	\$ 8,764.08	\$ 8,764.08	\$ -	\$ 17,178.96	\$ 15,289.44	\$ 1,889.52	\$ 15,465.24	\$ 13,575.72	\$ 1,889.52	\$ 23,880.12	\$ 20,100.84	\$ 3,779.28
<i>**H.S.A. medical plan includes a deductible of \$2,600 per person/\$5,200 per family per year. City contributes \$2,400 towards health savings account per year.**</i>												
Dental	\$ 329.04	\$ 329.04	\$ -	\$ 665.40	\$ 665.40	\$ -	\$ 691.56	\$ 691.56	\$ -	\$ 1,069.44	\$ 1,069.44	\$ -
Life	\$ 138.00	\$ 138.00	\$ -	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Vision	\$ 88.92	\$ -	\$ 88.92	\$ 163.92	\$ -	\$ 163.92	\$ 171.72	\$ -	\$ 171.72	\$ 246.72	\$ -	\$ 246.72

IMRF	City Rate	EE Rate
CY 2017	11.34%	4.50%
est. CY 2018	11.73%	4.50%

IMRF - SLEP	City Rate	City Contr.	EE Rate
CY 2017	13.36%	+\$3,461.50/mo	7.50%
est. CY 2018	13.28%	+\$1,760.16/mo	7.50%

VACATION LEAVE	
<i>Full-time employees are entitled to vacation time based on the below schedule. Employees receive their vacation time on May 1 of each year.</i>	
Non-Union and Laborers' Union	
Years of Full-time Employment	Hours
1, 2, 3, 4, 5	80
6, 7, 8, 9	104
10, 11, 12, 13, 14	120
15, 16, 17, 18, 19	160
20	200
21 and over	208
Police Union	
Years of Full-time Employment	Hours
1, 2, 3, 4, 5	96
6, 7, 8, 9, 11	144
12, 13, 14, 15	192
16, 17, 18, 19	204
20, 21, 22, 23, 24	216
25 and over	240
EMS Union	
Years of Full-time Employment	Hours
1, 2, 3, 4, 5	96
6, 7, 8, 9, 11	144
12, 13, 14, 15, 16, 17, 18, 19	192
20 and over	216

EDUCATIONAL REIMBURSEMENT	
<i>Police Union employees shall receive an education incentive added to their base wage who possess the following degrees in the following amounts.</i>	
Bachelors Degree	\$ 1,750.00
Associates Degree	\$ 1,000.00

SICK LEAVE	
<i>Non-Union Employees shall accrue eight (8) sick leave hours per month to a maximum accrual of 300 hours,</i>	
<i>Laborers' Union employees shall accrue eight (8) sick leave hours per month to a maximum accrual of 396 hours.</i>	
<i>Police Union employees shall accrue twelve (12) sick leave hours per month to a maximum accrual of 320 hours.</i>	
<i>EMS Union employees shall accrue twelve (12) sick leave hours per month to a maximum accrual of 300 hours.</i>	

LONGEVITY PAY	
<i>EMS Union employees shall receive longevity pay based on the below schedule which will be added to their base wage on their anniversary date..</i>	
Years of Full-time Employment	Percentage
5	5.00%
6	5.50%
7	6.00%
8	6.50%
9	7.00%
10	7.50%
11	8.00%
12	8.50%
13	9.00%
14	9.50%
15	10.00%
16	10.50%
17	11.00%
18	11.50%
19	12.00%
20	12.50%

LONGEVITY PAY	
<i>Police Union employees shall receive longevity pay based on the below schedule which will be added to their base wage on their anniversary date..</i>	
Years of Full-time Employment	Percentage
2, 3, 4	5.00%
5, 6, 7	6.00%
8	6.50%
9	7.00%
10	7.50%
11	8.00%
12	8.50%
13	9.00%
14	9.50%
15	10.00%
16	10.50%
17	11.00%
18	11.50%
19, 20	12.00%
21	12.50%
22	13.00%
23	13.50%
24	14.00%
25 and over	14.50%

PART-TIME EMPLOYEES					CITY'S ESTIMATED TOTAL COST OF BENEFITS - FY 17/18			
LAST NAME	FIRST NAME	TITLE/JOB POSITION	BASE SALARY	BASE HOURLY WAGE	GROSS WAGES	2017 IMRF	2018 IMRF	TOTAL
Asher	Brenda	Concession Stand-Seasonal	---	\$ 8.50	\$ 2,125.00	\$ -	\$ -	\$ 2,125.00
Baker	Michael	Councilman	\$ 4,800.00	---	\$ 4,800.00	\$ -	\$ -	\$ 4,800.00
Battoe	Patrick	Paramedic Part-Time	---	\$ 12.99	\$ 4,546.50	\$ -	\$ -	\$ 4,546.50
Biekert	David A.	Summer Maint/Grounds	---	\$ 10.75	\$ 5,267.50	\$ -	\$ -	\$ 5,267.50
Billhartz	Lauren	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Brown	Jenna	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Burkett	Jennifer	Paramedic Part-Time	---	\$ 12.99	\$ 4,546.50	\$ -	\$ -	\$ 4,546.50
Canute	Patrick	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Census		Special Census Enumerators	---	\$ 13.84	\$ 27,831.00	\$ -	\$ -	\$ 27,831.00
Chaffin	Michael	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Cook	Elizabeth	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Copeland	Richard	Dispatcher Part-Time	---	\$ 10.28	\$ 10,177.20	\$ -	\$ -	\$ 10,177.20
Crothers	Roxanne	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Daugherty	Gerald	Mayor	\$ 9,600.00	---	\$ 9,600.00	\$ -	\$ -	\$ 9,600.00
Davis	Jacob	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Edling	Bryce	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Feldott	Noah	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Feldott	Reagan	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Fishback	Linda	Receptionist	---	\$ 16.74	\$ 22,632.48	\$ 678.97	\$ 339.49	\$ 23,650.94
Flint	Tyler	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Girardin	Jessica	Police Admin Assistant	---	\$ 16.74	\$ 22,632.48	\$ 678.97	\$ 339.49	\$ 23,650.94
Girardin	Patrick	Paramedic Part-Time	---	\$ 12.99	\$ 12,860.10	\$ -	\$ -	\$ 12,860.10
Gloeckner	David	Ball Field Maintenance	---	\$ 10.00	\$ 4,900.00	\$ -	\$ -	\$ 4,900.00
Gober	Elizabeth	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Gottschammer	Devin	Paramedic Part-Time	---	\$ 12.99	\$ 3,247.50	\$ -	\$ -	\$ 3,247.50
Gretzinger	Michael	Paramedic Part-Time	---	\$ 12.99	\$ 3,247.50	\$ -	\$ -	\$ 3,247.50
Groff	Madelyn	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Hodge	Constance	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Hodge	Victoria	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Klingelhoef	Thomas	Treasurer	\$ 13,488.00	---	\$ 13,488.00	\$ 404.64	\$ 202.32	\$ 14,094.96
Lafferty	Debra	Dispatcher Part-Time	---	\$ 10.28	\$ 10,177.20	\$ -	\$ -	\$ 10,177.20
Lindsay	Megan	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
McCraw	Anna	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
McMahan	Patrick	Councilman	\$ 4,800.00	---	\$ 4,800.00	\$ -	\$ -	\$ 4,800.00
Miller	Destiny	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Miller	Vickie	Crossing Guard	---	\$ 11.38	\$ 5,234.80	\$ -	\$ -	\$ 5,234.80
Otte	Robert	Paramedic Part-Time	---	\$ 12.99	\$ 3,247.50	\$ -	\$ -	\$ 3,247.50
Peery	John	Paramedic Part-Time	---	\$ 12.99	\$ 9,742.50	\$ -	\$ -	\$ 9,742.50
Rasch	Alexander	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Rasch	Jordan	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00

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LAST NAME	FIRST NAME	TITLE/JOB POSITION	BASE SALARY	BASE HOURLY WAGE	GROSS WAGES	2017 IMRF	2018 IMRF	TOTAL
Rasch	Susan	Dispatcher Part-Time	---	\$ 10.28	\$ 10,177.20	\$ 305.32	\$ 152.66	\$ 10,635.17
Renth	Collin	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Ritt	Micah	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Schanz	Allison	Concession Stand-Seasonal	---	\$ 8.50	\$ 2,125.00	\$ -	\$ -	\$ 2,125.00
Schanz	Brendan	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Schanz	Brendan	Summer Maint/Grounds	---	\$ 10.00	\$ 4,900.00	\$ -	\$ -	\$ 4,900.00
Schanz	Colton	Ball Field Maintenance	---	\$ 10.00	\$ 4,900.00	\$ -	\$ -	\$ 4,900.00
Schanz	Jacob	Concession Stand-Seasonal	---	\$ 8.50	\$ 2,125.00	\$ -	\$ -	\$ 2,125.00
Schorr	Paul	Councilman	\$ 4,800.00	---	\$ 4,800.00	\$ -	\$ -	\$ 4,800.00
Schrempp	Danny	Building Commissioner	---	\$ 28.85	\$ 13,703.75	\$ -	\$ -	\$ 13,703.75
Seelhofer	Emily	Concession Stand-Seasonal	---	\$ 8.50	\$ 2,125.00	\$ -	\$ -	\$ 2,125.00
Sirtak	Ryanne	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Stanley	Cierra	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Stanley	Teagan	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Suydam	Kelly	Paramedic Part-Time	---	\$ 12.99	\$ 7,144.50	\$ -	\$ -	\$ 7,144.50
Vasquez	Samantha	Paramedic Part-Time	---	\$ 12.99	\$ 7,144.50	\$ -	\$ -	\$ 7,144.50
Voypick	Kamrynn	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Waeltz	Sydney	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Weiss	Paige	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Weyant	John	Councilman	\$ 4,800.00	---	\$ 4,800.00	\$ -	\$ -	\$ 4,800.00
Whittom	Hannah	Lifeguard-Seasonal	---	\$ 9.00	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00
Williams	Thomas	Crossing Guard	---	\$ 11.38	\$ 5,234.80	\$ -	\$ -	\$ 5,234.80
Zeveski	Adam	Summer Maint/Grounds	---	\$ 10.00	\$ 4,900.00	\$ -	\$ -	\$ 4,900.00
Zinck	Greg	Paramedic Part-Time	---	\$ 12.99	\$ 7,144.50	\$ -	\$ -	\$ 7,144.50
								\$ 336,929.87
*Seasonal Schedule - Memorial Day thru Labor Day								
**Gross Wages estimated on average number of hours worked previous fiscal year for that position								
***Part-time employees scheduled to work over 1,000 hours in one year are required to be enrolled in IMRF.								