

EMPLOYEE BENEFITS - FY 14/15												
	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	\$ 6,739.20	\$ 6,739.20	\$ -	\$ 12,864.24	\$ 11,332.92	\$ 1,531.32	\$ 12,869.76	\$ 11,337.12	\$ 1,532.64	\$ 18,994.80	\$ 15,930.84	\$ 3,063.96
Medical plan includes a deductible of \$500 per person/\$1,500 per family per year. City reimburses \$500 per person/\$1,000 per family.												
Dental	\$ 302.52	\$ 302.52	\$ -	\$ 611.76	\$ 611.76	\$ -	\$ 635.76	\$ 635.76	\$ -	\$ 983.16	\$ 983.16	\$ -
Life	\$ 114.00	\$ 114.00	\$ -	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												
CY 2014	n/a	12.91%	4.50%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
CY 2015	n/a	12.14%	4.50%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

VACATION LEAVE	
Full-time employees are entitled to vacation time based on the below schedule. Employees receive their vacation time on May 1 of each	
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, 16, 17, 18, 19	192
20 and over	216
EMS Union	
Years of Full-time Employment	Hours
1, 2, 3, 4, 5	96
6, 7, 8, 9, 11	144
12 and over	192

EDUCATIONAL REIMBURSEMENT	
Police Union employees shall receive an education incentive added to their base wage who possess the following degrees in the following amounts.	
Bachelors Degree	\$ 1,250.00
Associates Degree	\$ 750.00

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

LONGEVITY PAY	
EMS Union employees shall receive longevity pay based on the below schedule which will be added to their base wage on their anniversary date..	
Years of Full-time Employment	Percentage
5, 6, 7, 8, 9	5.00%
10, 11, 12, 13, 14	7.50%
15, 16, 17, 18, 19	10.00%
20 and over	12.50%

LONGEVITY PAY	
Police Union employees shall receive longevity pay based on the below schedule which will be added to their base wage on their anniversary date..	
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 ACTUAL TOTAL COST OF BENEFITS - FY 14/15				
LAST NAME	FIRST NAME	TITLE/JOB POSITION	BASE SALARY	BASE HOURLY WAGE	OVER- TIME	GROSS WAGES	HEALTH	2014 IMRF	2015 IMRF	TOTAL
Amici	Alessia	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 1,857.00	\$ -	\$ -	\$ -	\$ 1,857.00
Asher	Brenda	Concession Stand-Seasonal	---	\$ 8.50	\$ 140.26	\$ 2,199.41	\$ -	\$ -	\$ -	\$ 2,199.41
Battoe	Patrick	Paramedic Part-Time	---	\$ 12.00	\$ 432.00	\$ 3,444.00	\$ -	\$ -	\$ -	\$ 3,444.00
Beasley	Jacqueline	Senior Center Aide	---	\$ 8.25	\$ -	\$ 6,352.50	\$ -	\$ -	\$ -	\$ 6,352.50
Beloungy	Andrea	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 1,262.26	\$ -	\$ -	\$ -	\$ 1,262.26
Biekert	David A.	Summer Maint/Grounds	---	\$ 10.00	\$ -	\$ 6,525.00	\$ -	\$ -	\$ -	\$ 6,525.00
Billhartz	Lauren	Lifeguard-Seasonal	---	\$ 9.00	\$ 155.25	\$ 2,715.00	\$ -	\$ -	\$ -	\$ 2,715.00
Burgdorf	Abigail	Lifeguard-Seasonal	---	\$ 9.00	\$ 74.25	\$ 2,354.75	\$ -	\$ -	\$ -	\$ 2,354.75
Chase	Donna	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 8,443.94	\$ -	\$ -	\$ -	\$ 8,443.94
Christ	Austin	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 1,888.25	\$ -	\$ -	\$ -	\$ 1,888.25
Christ	Randi	Lifeguard-Seasonal	---	\$ 9.00	\$ 74.25	\$ 3,060.00	\$ -	\$ -	\$ -	\$ 3,060.00
Cook	Elizabeth	Lifeguard-Seasonal	---	\$ 9.00	\$ 182.25	\$ 2,038.00	\$ -	\$ -	\$ -	\$ 2,038.00
Copeland	Richard	Dispatcher Part-Time	---	\$ 9.50	\$ 570.00	\$ 9,462.00	\$ -	\$ -	\$ -	\$ 9,462.00
Daugherty	Gerald	Mayor	\$ 9,600.00	---	---	\$ 9,600.00	\$ -	\$ -	\$ -	\$ 9,600.00
Elbe	Jana	Leu Civic Center Rec Aide	---	\$ 11.00	\$ -	\$ 3,168.00	\$ -	\$ -	\$ -	\$ 3,168.00
Ellington	Sierra	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 4,339.54	\$ -	\$ -	\$ -	\$ 4,339.54
Erwin	Mary	Senior Center Assistant	---	\$ 11.50	\$ -	\$ 11,971.50	\$ -	\$ -	\$ -	\$ 11,971.50
Fishback	Linda	Receptionist	---	\$ 13.52	\$ -	\$ 22,756.48	\$ -	\$ 1,958.57	\$ 920.88	\$ 25,635.93
Gay	Michael	Leu Civic Center Rec Aide	---	\$ 9.25	\$ -	\$ 12,011.16	\$ -	\$ -	\$ -	\$ 12,011.16
Girardin	Patrick	Paramedic Part-Time	---	\$ 12.00	\$ 1,224.00	\$ 11,064.00	\$ -	\$ -	\$ -	\$ 11,064.00
Gretzinger	Michael	Paramedic Part-Time	---	\$ 12.00	\$ 180.00	\$ 2,283.00	\$ -	\$ -	\$ -	\$ 2,283.00
Griffin	Corey	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 2,120.27	\$ -	\$ -	\$ -	\$ 2,120.27
Grodeon	Benjamin	Councilman	\$ 4,800.00	---	---	\$ 4,800.00	\$ -	\$ -	\$ -	\$ 4,800.00
Hakanson	Sandra	Senior Center Director	---	\$ 14.50	\$ -	\$ 25,117.67	\$ -	\$ -	\$ -	\$ 25,117.67
Heizer	Carol	Senior Center Aide	---	\$ 8.25	\$ -	\$ 2,103.75	\$ -	\$ -	\$ -	\$ 2,103.75
Hill	Victoria	Lifeguard-Seasonal	---	\$ 9.00	\$ 155.25	\$ 2,407.00	\$ -	\$ -	\$ -	\$ 2,407.00
Hodge	Victoria	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,447.50	\$ -	\$ -	\$ -	\$ 2,447.50
Jones	John	Senior Center Aide	---	\$ 9.00	\$ -	\$ 4,806.00	\$ -	\$ -	\$ -	\$ 4,806.00
Klingelhofer	Thomas	Treasurer	\$ 13,488.00	---	---	\$ 13,488.00	\$ -	\$ 1,160.87	\$ 545.81	\$ 15,194.68
Knobloch	Elizabeth	Senior Center Aide	---	\$ 9.75	\$ -	\$ 10,364.25	\$ -	\$ -	\$ -	\$ 10,364.25
Ladwig	Sean	Lifeguard-Seasonal	---	\$ 9.00	\$ 74.25	\$ 1,918.25	\$ -	\$ -	\$ -	\$ 1,918.25
Lafferty	Debra	Dispatcher Part-Time	---	\$ 9.50	\$ -	\$ 3,809.50	\$ -	\$ -	\$ -	\$ 3,809.50
Lingelbach	Bridget	Concession Stand-Seasonal	---	\$ 8.50	\$ -	\$ 1,608.65	\$ -	\$ -	\$ -	\$ 1,608.65
Link	Colleen	Leu Civic Center Fundraising Coord	---	\$ 11.00	\$ -	\$ 2,519.00	\$ -	\$ -	\$ -	\$ 2,519.00
Lucas	Heather	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 4,042.54	\$ -	\$ -	\$ -	\$ 4,042.54
McMahan	Patrick	Councilman	\$ 4,800.00	---	---	\$ 4,800.00	\$ -	\$ -	\$ -	\$ 4,800.00
Miller	Destiny	Lifeguard-Seasonal	---	\$ 9.00	\$ 70.88	\$ 2,440.63	\$ -	\$ -	\$ -	\$ 2,440.63
Montgomery	Marissa	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,160.00	\$ -	\$ -	\$ -	\$ 2,160.00
Mounts	Nicholas	Paramedic Part-Time	---	\$ 12.00	\$ -	\$ 432.00	\$ -	\$ -	\$ -	\$ 432.00
Mueller	Kenda	Leu Civic Center Volunteer Coord	---	\$ 11.00	\$ -	\$ 7,898.00	\$ -	\$ -	\$ -	\$ 7,898.00
Nolte	Abigail	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,662.00	\$ -	\$ -	\$ -	\$ 2,662.00

PART-TIME EMPLOYEES						CITY'S ACTUAL TOTAL COST OF BENEFITS - FY 14/15				
LAST NAME	FIRST NAME	TITLE/JOB POSITION	BASE SALARY	BASE HOURLY WAGE	OVER- TIME	GROSS WAGES	HEALTH	2014 IMRF	2015 IMRF	TOTAL
Nolte	John	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 1,485.25	\$ -	\$ -	\$ -	\$ 1,485.25
Otte	Robert	Paramedic Part-Time	---	\$ 12.00	\$ -	\$ 3,119.71	\$ -	\$ -	\$ -	\$ 3,119.71
Peery	John	Paramedic Part-Time	---	\$ 12.00	\$ 594.00	\$ 6,396.00	\$ -	\$ -	\$ -	\$ 6,396.00
Perez	Alexis	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,358.75	\$ -	\$ -	\$ -	\$ 2,358.75
Porter	Brian	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 5,952.41	\$ -	\$ -	\$ -	\$ 5,952.41
Rasch	Jordan	Lifeguard-Seasonal	---	\$ 9.00	\$ 175.50	\$ 2,813.75	\$ -	\$ -	\$ -	\$ 2,813.75
Rasch	Susan	Dispatcher Part-Time	---	\$ 9.50	\$ 228.00	\$ 14,668.00	\$ 4,800.00	\$ 1,262.43	\$ 593.57	\$ 21,323.99
Reiff	Blakeley	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 1,542.00	\$ -	\$ -	\$ -	\$ 1,542.00
Rensing	Kathryn	Lifeguard-Seasonal	---	\$ 9.00	\$ 81.00	\$ 2,002.25	\$ -	\$ -	\$ -	\$ 2,002.25
Renth	Collin	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,460.50	\$ -	\$ -	\$ -	\$ 2,460.50
Schaeffer	Herman	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 8,027.27	\$ -	\$ -	\$ -	\$ 8,027.27
Schanz	Allison	Concession Stand-Seasonal	---	\$ 8.50	\$ -	\$ 1,317.51	\$ -	\$ -	\$ -	\$ 1,317.51
Schenck	Allison	Concession Stand-Seasonal	---	\$ 8.50	\$ 7.88	\$ 1,739.14	\$ -	\$ -	\$ -	\$ 1,739.14
Schmitt	Jodie	Lifeguard-Seasonal	---	\$ 9.00	\$ 81.00	\$ 1,899.50	\$ -	\$ -	\$ -	\$ 1,899.50
Schorr	Paul	Councilman	\$ 4,800.00	---	---	\$ 4,800.00	\$ -	\$ -	\$ -	\$ 4,800.00
Schrempp	Danny	Building Commissioner	---	\$ 26.66	\$ -	\$ 13,489.96	\$ -	\$ -	\$ -	\$ 13,489.96
Sirtak	McKenzie	Lifeguard-Seasonal	---	\$ 9.00	\$ 240.19	\$ 2,538.50	\$ -	\$ -	\$ -	\$ 2,538.50
Skimehorn	Aylissa	Lifeguard-Seasonal	---	\$ 9.00	\$ 77.63	\$ 2,699.38	\$ -	\$ -	\$ -	\$ 2,699.38
Skimehorn	Miranda	Lifeguard-Seasonal	---	\$ 9.00	\$ 70.88	\$ 2,172.13	\$ -	\$ -	\$ -	\$ 2,172.13
Stanley	Cierra	Lifeguard-Seasonal	---	\$ 9.00	\$ 70.88	\$ 1,660.38	\$ -	\$ -	\$ -	\$ 1,660.38
Thomas	Tia	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 198.00	\$ -	\$ -	\$ -	\$ 198.00
Tilling	Shannon	Leu Civic Center Rec Aide	---	\$ 8.25	\$ -	\$ 742.50	\$ -	\$ -	\$ -	\$ 742.50
Tomaszewski	Jaime	Concession Stand-Seasonal	---	\$ 8.50	\$ 70.13	\$ 1,655.38	\$ -	\$ -	\$ -	\$ 1,655.38
Vasquez	Samantha	Paramedic Part-Time	---	\$ 12.00	\$ 1,143.00	\$ 7,140.00	\$ -	\$ -	\$ -	\$ 7,140.00
Vaughn	Keelan	Lifeguard-Seasonal	---	\$ 9.00	\$ 160.88	\$ 2,842.14	\$ -	\$ -	\$ -	\$ 2,842.14
Wager	Logan	Lifeguard-Seasonal	---	\$ 9.00	\$ 84.38	\$ 2,950.89	\$ -	\$ -	\$ -	\$ 2,950.89
Ward	Austin	Lifeguard-Seasonal	---	\$ 9.00	\$ 74.25	\$ 1,600.50	\$ -	\$ -	\$ -	\$ 1,600.50
Weidenbenner	Whitney	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 1,767.25	\$ -	\$ -	\$ -	\$ 1,767.25
Wesselmann	Kevin	Summer Maint/Grounds	---	\$ 10.75	\$ -	\$ 4,364.52	\$ -	\$ -	\$ -	\$ 4,364.52
Westfall	Shane	Paramedic Part-Time	---	\$ 12.00	\$ -	\$ 2,322.00	\$ -	\$ -	\$ -	\$ 2,322.00
Weyant	John	Councilman	\$ 4,800.00	---	---	\$ 4,800.00	\$ -	\$ -	\$ -	\$ 4,800.00
Whittom	Kaitlin	Lifeguard-Seasonal	---	\$ 9.00	\$ -	\$ 2,310.00	\$ -	\$ -	\$ -	\$ 2,310.00
Williams	Thomas	Crossing Guard	---	\$ 10.51	\$ -	\$ 3,888.73	\$ -	\$ -	\$ -	\$ 3,888.73
										\$ 361,707.23
*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.										