

COMPENSATION PACKAGE

Salaries & Wages:

Base Salary FY09: (estimated)	\$1,577,078
Salary Adjustments (4% average)	78,854
New Staff	<u>0</u>
SUB-TOTAL	\$1,655,932
Longevity	<u>\$10,500</u>
TOTAL	\$1,666,432

Merit increases of 3-5% average; range adjustments based on CPI of 4.1%.

Longevity: a direct relationship to length of service, annual bonus paid in December, same as City (revised to reflect City adjustment).

IMRF Retirement: direct relationship to payroll—based on City Finance Director's payroll audit. Estimated to be 8.98% for FY2010.

Social Security: direct relationship to payroll; 7.65% per \$100 salaries.

Worker's Compensation: a direct relationship to payroll and state mandated costs—based on FY09 estimated actual.

Insurance, Life: based on FY09 estimated actual.

Insurance, Medical: increase in cost based on FY09 estimated actual.

Insurance, Dental: based on FY09 estimated actual,

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Flex-Benefits: direct relationship to payroll; \$150 each full time employee; includes an administrative service charge.