

COMPENSATION PACKAGE

Salaries & Wages:

Base Salary FY10: (estimated)	\$1,655,932
Salary Adjustments (2% average)	33,118
New Staff	<u>0</u>
SUB-TOTAL	\$1,689,050
Longevity	<u>\$12,500</u>
TOTAL	\$1,701,550

Merit increases of 2% average; no range adjustments based on CPI of .1%.

Longevity: a direct relationship to length of service, annual bonus paid in December, same as City.

IMRF Retirement: direct relationship to payroll—based on City Finance Director's payroll audit. 8.98% for FY2010, 11.7 for FY11.

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 actual.

Insurance, Life: based on FY09 actual.

Insurance, Medical: increase in cost based on FY09 actual. 7% increase: City HR.

Insurance, Dental: based on FY09 actual. 4% increase: City HR.

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