

CITY'S ESTIMATED TOTAL COST OF BENEFITS FY25 MAY 1 2024 TO APRIL 30 2025

	LAST NAME	FIRST NAME	TITLE/JOB POSITION	BASE		Years of Service	CITY PAID				TOTAL COMPENSATION PACKAGE
				BASE SALARY	HOURLY WAGE		GROSS WAGES	HEALTH	LIFE	IMRF	
Full-Time	Conklin	Heather	Administrative Assistant		\$23.28	3	\$48,422.40	\$15,569.64	\$51.00	\$0.00	\$64,043.04
Full-Time	Davis	Michele	City Accountant		\$27.68	5	\$57,574.40	\$17,046.48	\$51.00	\$4,352.62	\$79,024.50
Full-Time	Holper	Luanne	City Clerk/Collector	\$6,000.00	\$23.43	7	\$55,203.00	\$19,646.28	\$25.56	\$4,173.35	\$79,048.19
Full-Time	McPeck	Stephanie	Administrative Assistant		\$25.14	3	\$52,291.20	\$8,677.08	\$51.00	\$3,953.21	\$64,972.49
Full-Time	Beil	Joseph	Policeman		\$34.98	20	\$76,396.32	\$16,535.64	\$51.00	\$5,775.56	\$98,758.52
Full-Time	Boehm	Robert	Policeman		\$31.76	8	\$69,363.84	\$16,024.68	\$51.00	\$5,243.91	\$90,683.43
Full-Time	Conklin	Jared	Policeman		\$27.75	1	\$60,606.00	\$8,159.76	\$51.00	\$4,581.81	\$73,398.57
Full-Time	Cox	Gregg	Policeman		\$30.26	6	\$66,087.84	\$3,000.00	\$51.00	\$4,996.24	\$74,135.08
Full-Time	Harris	Kevin	Policeman		\$33.68	18	\$73,557.12	\$3,000.00	\$51.00	\$5,560.92	\$82,169.04
Full-Time	Knepper	Steven	Sergeant		\$39.50	29	\$86,268.00	\$16,057.56	\$51.00	\$6,521.86	\$108,898.42
Full-Time	Lampe	Andrew	Policeman		\$27.75	1	\$60,606.00	\$13,981.56	\$51.00	\$4,581.81	\$79,220.37
Full-Time	Mounts	Nicholas	Policeman		\$27.75	1	\$60,606.00	\$8,055.00	\$51.00	\$4,581.81	\$73,293.81
Full-Time	Puckett	Kyle	Policeman		\$28.97	3	\$63,270.48	\$13,696.80	\$51.00	\$4,783.25	\$81,801.53
Full-Time	Roth	David	Chief of Police	\$95,900.48		9	\$95,900.48	\$17,773.32	\$51.00	\$7,250.08	\$120,974.88
Full-Time	Rowland	Leland	Policeman		\$30.26	5	\$66,087.84	\$14,603.76	\$51.00	\$4,996.24	\$85,738.84
Full-Time	Schmulbach	Kurt	Policeman		\$31.93	12	\$69,735.12	\$20,212.68	\$51.00	\$5,271.98	\$95,270.78
Full-Time	Berkemann	Kevin	Street/Cemetery Operator		\$30.89	19	\$64,251.20	\$12,213.48	\$51.00	\$4,857.39	\$81,373.07
Full-Time	Engel	Adam	Street/Cemetery Operator		\$23.74	2	\$49,379.20	\$7,845.36	\$51.00	\$3,733.07	\$61,008.63
Full-Time	Kohlbreacher	Kent	Street/Cemetery Operator		\$22.49	2	\$46,779.20	\$17,878.20	\$51.00	\$3,536.51	\$68,244.91
Full-Time	Robinson	Alec	Street/Cemetery Operator		\$20.82	0	\$43,305.60	\$7,328.04	\$51.00	\$3,273.90	\$53,958.54
Full-Time	Terry	Cody	Street Superintendent		\$35.47	3	\$73,777.60	\$9,623.40	\$51.00	\$5,577.59	\$89,029.59
Full-Time	Beckwith	Trisha	Administrative Assistant		\$29.33	11	\$61,006.40	\$17,956.68	\$51.00	\$4,612.08	\$83,626.16
Full-Time	Friedrich	Thomas	Water/Sewer Maint. Operator		\$30.44	18	\$63,315.20	\$12,783.12	\$51.00	\$4,786.63	\$80,935.95
Full-Time	Haas	Kevin	Water/Sewer Operator in Charge		\$38.24	18	\$79,539.20	\$18,402.00	\$51.00	\$6,013.16	\$104,005.36
Full-Time	Missey	James	Water/Sewer Maint. Operator		\$39.96	35	\$83,116.80	\$19,944.36	\$51.00	\$6,283.63	\$109,395.79
Full-Time	Ogden	Michael	Water/Sewer Maint. Operator		\$37.05	28	\$77,064.00	\$21,826.92	\$51.00	\$5,826.04	\$104,767.96
Full-Time	Zimmerman	Penny	Water/Sewer Superintendent		\$52.03	36	\$109,263.00	\$17,046.48	\$51.00	\$8,260.28	\$134,620.76
	Bennett	Charles	Aldersperson	\$1,200.00							\$1,200.00
	Branch	Ulanda	Aldersperson	\$1,200.00							\$1,200.00
	Davis	Robert	Aldersperson	\$1,200.00							\$1,200.00
	Fero	George	Aldersperson	\$1,200.00							\$1,200.00
	Trinka	Dale	Aldersperson	\$1,200.00							\$1,200.00
	Washington	Linda	Aldersperson	\$1,200.00							\$1,200.00
	Wilkins	Elizabeth	Aldersperson	\$1,200.00							\$1,200.00
	Wilson	Larry	Treasurer	\$5,750.04							\$5,750.04
	Witty	Charles	Aldersperson	\$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

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

LONGEVITY PAY - AFSCME

All bargaining unit members receive longevity increase:

- 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 st

General Increases - per AFSCME contract
3% for FY 2025 (May 1, 2024-April 30, 2025)

VACATION LEAVE -Illinois Fraternal Order of Police

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

SICK TIME- Illinois Fraternal Order of Police

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

3% for FY 2026 (May 1, 2025-April 30, 2026)

Wage Schedule - Illinois Fraternal Order of Police

start
after 1
after 3
after 5
after 7
after 9
after 11
after 13
after 15
after 17
after 19
after 20
after 21
after 22
after 23
Every year after year 23 2%

4%	3%	3%	3%
5/1/2022	5/1/2023	5/1/2024	5/1/2025
\$24.44	\$25.17	\$25.93	\$26.71
\$26.15	\$26.94	\$27.75	\$28.58
\$27.31	\$28.13	\$28.97	\$29.84
\$28.52	\$29.38	\$30.26	\$31.17
\$29.04	\$29.91	\$30.80	\$31.73
\$29.56	\$30.45	\$31.36	\$32.30
\$30.10	\$31.00	\$31.93	\$32.89
\$30.63	\$31.55	\$32.50	\$33.47
\$31.18	\$32.11	\$33.08	\$34.07
\$31.74	\$32.70	\$33.68	\$34.69
\$32.32	\$33.29	\$34.29	\$35.32
\$32.97	\$33.96	\$34.98	\$36.03
\$33.63	\$34.64	\$35.68	\$36.75
\$34.30	\$35.33	\$36.39	\$37.48
\$34.99	\$36.04	\$37.12	\$38.23