

Employee Benefits - Fiscal Year 2022 (May 1, 2021 through April 30, 2022)

	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 - HMO												
Non-Union	\$ 6,942	\$ 6,213	\$ 729	\$ 15,160	\$ 13,568	\$ 1,592	\$ 15,577	\$ 13,941	\$ 1,636	\$ 23,795	\$ 21,297	\$ 2,499
PW Union	6,942	6,213	729	15,160	13,568	1,592	15,577	13,941	1,636	23,795	21,297	2,499
PD Sgt	6,942	6,213	729	15,160	13,568	1,592	15,577	13,941	1,636	23,795	21,297	2,499
PD Officer	6,942	6,213	729	15,160	13,568	1,592	15,577	13,941	1,636	23,795	21,297	2,499
Medical - PPO												
Non-Union	\$ 6,627	\$ 5,799	\$ 828	\$ 14,473	\$ 12,664	\$ 1,809	\$ 14,871	\$ 13,012	\$ 1,859	\$ 22,717	\$ 19,877	\$ 2,840
PW Union	6,627	5,799	828	14,473	12,664	1,809	14,871	13,012	1,859	22,717	19,877	2,840
PD Sgt	6,627	5,799	828	14,473	12,664	1,809	14,871	13,012	1,859	22,717	19,877	2,840
PD Officer	6,627	5,799	828	14,473	12,664	1,809	14,871	13,012	1,859	22,717	19,877	2,840
HRA (PPO Plan)	\$ 5,200	\$ 4,550	\$ 650	\$ 5,750	\$ 5,031	\$ 719	\$ 5,750	\$ 5,031	\$ 719	\$ 5,750	\$ 5,031	\$ 719
Dental	\$ 444	\$ 444	\$ -	\$ 888	\$ 888	\$ -	\$ 1,041	\$ 1,041	\$ -	\$ 1,622	\$ 1,622	\$ -
Vision	\$ 80	\$ 80	\$ -	\$ 152	\$ 152	\$ -	\$ 160	\$ 160	\$ -	\$ 236	\$ 236	\$ -
Life	\$ 89	\$ 89	\$ -	\$ 91	\$ 91	\$ -	\$ 91	\$ 91	\$ -	\$ 91	\$ 91	\$ -

IMRF
<i>The employee contributes 4.50% of their gross earnings.</i>
<i>The employer rate changes each calendar year.</i>
CY 2021 - 11.11%
CY 2022 - 8.90%

LONGEVITY PAY		
<i>Full-time employees are entitled to longevity based on the below schedule. Longevity is added to the hourly rate for non-exempt employees and exempt employees receive the stipend on their anniversary date.</i>		
Years	Amount	
	Non PD Unions	PD Unions
6, 7, 8	\$ 750	\$ 750
9, 10, 11, 12, 13	\$ 1,000	\$ 1,000
14, 15, 16, 17, 18, 19	\$ 1,250	\$ 1,500
20, 21, 22, 23, 24	\$ 1,500	\$ 2,000
25+	\$ 2,000	\$ 2,000

VACATION ACCRUALS		
<i>Full-time employees are entitled to vacation time based on the below schedule. Employees receive their vacation time on their anniversary date.</i>		
Years	Hours	
	Non-Exempt	Exempt
6 months	40	40
1	40	80
2, 3, 4	80	120
5, 6, 7, 8, 9	120	160
10, 11, 12, 13, 14	160	200
15+	200	200

HOLIDAY LEAVE		
<i>Full-time employees are entitled to the following 12 paid holidays. Employees covered by a collective bargaining agreement will be covered as outlined in said agreement.</i>		
New Year's Day	Memorial Day	Thanksgiving Day
Martin Luther King Jr. Day	Independence Day	Day After Thanksgiving
President's Day	Labor Day	Christmas Day
Good Friday	Veteran's Day	Christmas Eve

SICK LEAVE
<i>Full-time employees shall accrue eight (8) sick leave hours per month to a maximum accrual of 960 hours.</i>
FLOATING HOLIDAYS
<i>Full-time City employees receive two (2) and full-time Library employees receive three (3) floating holidays each calendar year. These holidays expire at the end of the calendar year.</i>

DEPT	LAST NAME	FIRST NAME	TITLE	FLSA STATUS	STATUS	FULL-TIME HIRE DATE	UNION	BASE HOURLY WAGE	LONGEVITY									
										SALARY	HEALTH	DENTAL	VISION	LIFE	EMPLOYER FICA	EMPLOYER MEDICARE	EMPLOYER IMRF	TOTAL
ADM	BEHLAND	JORI	ADMIN ASSISTANT	NON-EXEMPT	FT	6/19/2017	-	25.4561	-	52,949	13,941	888	152	91	3,036	710	5,496	\$ 77,264
ADM/REC	GREGORY	KATELYN	OFFICE RECEPTIONIST	NON-EXEMPT	FT	12/5/2017	-	23.3626	-	48,594	1,800	1,622	236	91	2,877	673	5,044	\$ 60,936
ADM	OLSEM	BONNIE	ADMIN SECRETARY	NON-EXEMPT	FT	2/6/2006	-	30.3185	0.6010	64,313	13,941	888	152	91	3,709	867	6,675	\$ 90,637
ADM	OLSON	BART	CITY ADMINISTRATOR	EXEMPT	FT	3/27/2006	-	84.0558	1,250	176,086	24,908	1,622	236	91	10,205	2,387	18,276	\$ 233,811
ADM	PICKERING	LISA	EXECUTIVE ASSISTANT / CITY CLERK	EXEMPT	FT	1/28/2005	-	45.6085	1,250	96,116	24,908	1,622	236	91	5,470	1,279	9,976	\$ 139,698
ADM	WILLRETT	ERIN	ASSISTANT CITY ADMINISTRATOR	EXEMPT	FT	8/29/2016	-	58.6556	-	122,004	10,349	1,622	236	91	7,132	1,668	12,663	\$ 155,764
COM	BARSDALE-NOBLE	KRYSTI	COMM DVLP DIRECTOR	EXEMPT	FT	5/1/2010	-	68.1879	1,000	142,831	24,908	1,622	236	91	8,236	1,926	14,824	\$ 194,675
COM	CREADEUR	ROBERT	BUILDING INSPECTOR	NON-EXEMPT	FT	5/1/2017	-	31.0295	-	64,541	1,800	888	152	91	3,821	894	6,699	\$ 78,887
COM	ENGBERG	JASON	SENIOR PLANNER	EXEMPT	FT	8/1/2016	-	40.8870	-	85,045	10,349	444	80	89	4,944	1,156	8,827	\$ 110,935
COM	HASTINGS	GINA	PROPERTY MAINT INSPECTOR	NON-EXEMPT	FT	11/13/2018	-	30.7672	-	63,996	1,800	888	152	91	3,789	886	6,642	\$ 78,245
COM	RATOS	PETER	BUILDING CODE OFFICIAL	EXEMPT	FT	1/17/2012	-	53.0000	1,000	111,240	24,908	1,622	236	91	6,366	1,489	11,546	\$ 157,497
COM	WEINERT	ANDREA	RECEPTIONIST / BUILDING PERMIT CLERK	NON-EXEMPT	FT	6/27/2012	-	30.6092	0.3606	64,417	17,695	888	152	91	3,657	855	6,686	\$ 94,442
EO	MAREK	MATT	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	FUNKHOUSER	CHRIS	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	KOCH	KENNETH	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	MILSCHEWSKI	JACKIE	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	PETERSON	JASON	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	PLOCHER	ARDEN	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	PURCELL	JOHN	MAYOR / LIQUOR COMM.	-	ELECTED	-	-	-	-	10,900	-	-	-	-	676	158	-	\$ 11,734
EO	TARULIS	SEAVER	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
EO	TRANSIER	DANIEL	ALDERMAN	-	ELECTED	-	-	-	-	6,000	-	-	-	-	372	87	-	\$ 6,459
FIN	FREDRICKSON	ROB	FINANCE DIRECTOR / TREASURER	EXEMPT	FT	9/28/2010	-	68.1879	1,000	142,831	1,800	1,622	236	91	8,457	1,978	14,824	\$ 171,839
FIN	SIMMONS	AMY	ACCOUNTING CLERK	NON-EXEMPT	FT	5/21/2007	-	32.2951	0.4808	68,174	24,908	1,622	236	91	3,816	892	7,076	\$ 106,815
FIN	THOMAS	LORI	SENIOR ACCOUNTANT	NON-EXEMPT	FT	4/12/2021	-	40.8654	-	85,000	17,695	888	152	91	4,876	1,140	8,822	\$ 118,665
LIB	AUGUSTINE	SHELLEY	LIBRARY DIRECTOR	EXEMPT	FT	1/4/2009	-	33.6538	-	70,000	24,908	1,622	236	91	3,924	918	7,265	\$ 108,964
LIB	DEBORD	DIXIE	DIRECTOR OF TECHNICAL SERVICES	EXEMPT	FT	5/1/2003	-	29.9906	-	62,380	17,695	888	152	91	3,537	827	6,474	\$ 92,046
LIB	IWANSKI-GOIST	SHARYL	CIRCULATION MANAGER	EXEMPT	FT	9/1/2006	-	26.0788	-	54,244	18,043	1,622	236	91	3,052	714	5,630	\$ 83,631
LIB	WEISS	JENETTE	YOUTH SERVICE DIRECTOR	-	FT	6/1/2018	-	22.3533	-	46,495	1,800	1,622	236	91	2,598	608	4,826	\$ 58,275
PD	BALOG	KIRSTEN	RECORDS CLERK	NON-EXEMPT	FT	8/1/2011	-	26.2300	0.4808	55,559	24,908	1,622	236	91	3,069	718	5,766	\$ 91,969
PD	BOROWSKI	KYLE	OFFICER	NON-EXEMPT	FT	1/7/2019	X	34.6987	-	72,173	6,213	444	80	89	4,430	1,036	PPN	\$ 84,466
PD	CARLYLE	MITCHELL	SERGEANT	NON-EXEMPT	FT	6/4/2007	X	49.0142	0.4808	102,949	24,908	1,622	236	91	6,162	1,441	PPN	\$ 137,410
PD	CARUSO	CALI	OFFICER	NON-EXEMPT	FT	1/19/2021	X	30.1577	-	62,728	10,349	444	80	89	3,797	888	PPN	\$ 78,376
PD	COLLUM	NICOLE	RECORDS CLERK	NON-EXEMPT	FT	10/5/2020	-	21.9960	-	45,752	10,349	444	80	89	2,617	612	4,749	\$ 64,692
PD	DAVIS	KYLE	OFFICER	NON-EXEMPT	FT	12/10/2013	X	40.8983	0.3606	85,818	24,908	1,622	236	91	5,100	1,193	PPN	\$ 118,968

DEPT	LAST NAME	FIRST NAME	TITLE	FLSA STATUS	STATUS	FULL-TIME HIRE DATE	UNION	BASE HOURLY WAGE	LONGEVITY									
										SALARY	HEALTH	DENTAL	VISION	LIFE	EMPLOYER FICA	EMPLOYER MEDICARE	EMPLOYER IMRF	TOTAL
PD	DECKER	NICOLE	EXECUTIVE ASSISTANT	EXEMPT	FT	3/29/2010	-	35.4666	1,000	74,771	24,908	1,622	236	91	4,207	984	7,760	\$ 114,578
PD	FISHER	RYAN	OFFICER	NON-EXEMPT	FT	1/7/2019	X	34.6987	-	72,173	10,349	444	80	89	4,383	1,025	PPN	\$ 88,544
PD	GERLACH	SARA	OFFICER	NON-EXEMPT	FT	12/27/2011	X	41.8924	0.4808	88,136	17,695	888	152	91	5,308	1,241	PPN	\$ 113,512
PD	GOLDSMITH	RYAN	OFFICER	NON-EXEMPT	FT	6/8/2006	X	41.8924	0.7212	88,636	18,043	1,041	160	91	5,336	1,248	PPN	\$ 114,555
PD	HART	ROBBIE	OFFICER	NON-EXEMPT	FT	6/23/2003	X	41.8924	0.7212	88,636	24,908	1,622	236	91	5,275	1,234	PPN	\$ 122,002
PD	HAYES	CHRIS	SERGEANT	NON-EXEMPT	FT	6/2/2008	X	49.0142	0.4808	102,949	21,297	1,622	236	91	6,228	1,457	PPN	\$ 133,879
PD	HUNTER	JOHN	SERGEANT	NON-EXEMPT	FT	4/3/2008	X	49.0142	0.4808	102,949	1,800	1,622	236	91	6,383	1,493	PPN	\$ 114,574
PD	JEKA	CHRIS	OFFICER	NON-EXEMPT	FT	12/10/2013	X	41.8924	0.3606	87,886	10,349	444	80	89	5,357	1,253	PPN	\$ 105,459
PD	JENSEN	JAMES	CHIEF OF POLICE	EXEMPT	FT	8/13/2019	-	67.3077	-	140,000	1,800	1,622	236	91	8,680	2,030	PPN	\$ 154,459
PD	JOHNSON	JEFF	OFFICER	NON-EXEMPT	FT	6/11/2002	X	41.8924	0.7212	88,636	24,908	1,622	236	91	5,275	1,234	PPN	\$ 122,002
PD	JORDON	ALEXANDER	OFFICER	NON-EXEMPT	FT	1/6/2020	X	33.1265	-	68,903	10,349	444	80	89	4,180	978	PPN	\$ 85,024
PD	KETCHMARK	MATT	OFFICER	NON-EXEMPT	FT	3/26/2007	X	41.8924	0.7212	88,636	21,297	1,622	236	91	5,341	1,249	PPN	\$ 118,471
PD	KOLOWSKI	TIM	OFFICER	NON-EXEMPT	FT	6/8/2006	X	41.8924	0.7212	88,636	24,908	1,622	236	91	5,275	1,234	PPN	\$ 122,002
PD	KUEHLEM	CHRISTOPHER	OFFICER	NON-EXEMPT	FT	3/26/2014	X	41.8924	0.3606	87,886	24,908	1,622	236	91	5,228	1,223	PPN	\$ 121,194
PD	MCAHON	PATRICK	SERGEANT	NON-EXEMPT	FT	8/19/2004	X	49.0142	0.7212	103,450	21,297	1,622	236	91	6,259	1,464	PPN	\$ 134,418
PD	MERTES	NICHOLAS	OFFICER	NON-EXEMPT	FT	5/23/2019	X	33.1265	-	68,903	6,213	444	80	89	4,227	989	PPN	\$ 80,945
PD	MEYER	DENNIS	OFFICER	NON-EXEMPT	FT	4/4/2016	X	41.8924	-	87,136	17,695	888	152	91	5,246	1,227	PPN	\$ 112,435
PD	MIKOLASEK	RAY	DEPUTY CHIEF	EXEMPT	FT	8/10/2004	-	58.9289	1,250	123,822	24,908	1,622	236	91	7,456	1,744	PPN	\$ 159,879
PD	NELSON	MATTHEW	OFFICER	NON-EXEMPT	FT	12/17/2012	X	41.8924	0.3606	87,886	24,908	1,622	236	91	5,228	1,223	PPN	\$ 121,194
PD	NICKELS	ANTHONY	OFFICER	NON-EXEMPT	FT	1/19/2021	X	29.5666	-	61,499	10,349	444	80	89	3,721	870	PPN	\$ 77,053
PD	OPP	JOSHUA	OFFICER	NON-EXEMPT	FT	1/7/2019	X	34.6987	-	72,173	6,213	444	80	89	4,430	1,036	PPN	\$ 84,466
PD	PFIZENMAIER	BEHR	DEPUTY CHIEF	EXEMPT	FT	4/23/2008	-	58.9289	1,250	123,822	24,908	1,622	236	91	7,456	1,744	PPN	\$ 159,879
PD	SHAPIAMA	MARIESA	OFFICER	NON-EXEMPT	FT	1/19/2021	X	30.1577	-	62,728	1,200	444	80	89	3,889	910	PPN	\$ 69,341
PD	SHEPHERD	COREY	OFFICER	NON-EXEMPT	FT	9/10/2019	X	33.1265	-	68,903	10,349	444	80	89	4,180	978	PPN	\$ 85,024
PD	SOEBBING	ROMAN	OFFICER	NON-EXEMPT	FT	11/3/2011	X	41.8924	0.4808	88,136	21,297	1,622	236	91	5,310	1,242	PPN	\$ 117,933
PD	STROUP	SAM	SERGEANT	NON-EXEMPT	FT	10/27/2000	X	49.0142	0.9615	103,949	24,908	1,622	236	91	6,224	1,456	PPN	\$ 138,486
PD	SWANSON	LUKE	OFFICER	NON-EXEMPT	FT	5/13/2019	X	33.1265	-	68,903	24,908	1,622	236	91	4,051	948	PPN	\$ 100,759
PRK	HERNANDEZ	ADAM	OPERATOR	NON-EXEMPT	FT	11/26/2012	X	29.4167	0.3606	61,937	21,297	1,622	236	91	3,512	821	6,428	\$ 95,944
PRK	HERNANDEZ	ERICK	MAINT WORKER I	NON-EXEMPT	FT	8/27/2018	X	22.7926	-	47,409	1,200	444	80	89	2,807	656	4,921	\$ 57,607
PRK	HORNER	RYAN	OPERATOR	NON-EXEMPT	FT	1/2/2002	X	30.4460	0.6010	64,578	24,908	1,622	236	91	3,603	843	6,703	\$ 102,583
PRK	HOULE	TJ	FOREMAN	EXEMPT	FT	-	-	39.7565	1,500	84,194	21,297	1,622	236	91	4,830	1,130	8,738	\$ 122,137
PRK	KLEEFISCH	GLENN	MAINT WORKER I	NON-EXEMPT	FT	8/22/2016	X	24.4158	-	50,785	6,213	444	80	89	2,962	693	5,271	\$ 66,537
PRK	SCOTT	TREVOR	MAINT WORKER I	NON-EXEMPT	FT	3/16/2020	X	22.0217	-	45,805	10,349	444	80	89	2,620	613	4,754	\$ 64,755
PRK	SLEEZER	SCOTT	SUPERINTENDENT OF PARKS	EXEMPT	FT	5/18/1992	-	53.2491	2,000	112,758	24,908	1,622	236	91	6,456	1,510	11,703	\$ 159,284

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										SALARY	HEALTH	DENTAL	VISION	LIFE	EMPLOYER FICA	EMPLOYER MEDICARE	EMPLOYER IMRF	TOTAL
PRK	SMITH	DOUGLAS	MAINT WORKER II	NON-EXEMPT	FT	7/18/2016	X	25.8639	-	53,797	24,908	1,622	236	91	2,965	693	5,584	\$ 89,895
REC/PRK	EVANS	TIM	DIRECTOR OF PARKS & RECREATION	EXEMPT	FT	11/8/2004	-	58.6556	1,250	123,254	24,908	1,622	236	91	7,077	1,655	12,792	\$ 171,635
REC	GALAUNER	JACOB	RECREATION COORDINATOR	EXEMPT	FT	8/14/2017	-	20.2484	-	42,117	10,349	888	152	91	2,402	562	4,371	\$ 60,932
REC	HARMON	RHIANNON	CHILD DEV CRDNTR / LEAD PRESCHOOL	EXEMPT	FT	7/29/2013	-	21.9420	750	46,389	24,908	1,622	236	91	2,526	591	4,815	\$ 81,178
REC	CALCAGNO	CHRISTINA	RECREATION COORDINATOR	EXEMPT	FT	5/24/2021	-	20.4327	-	42,500	10,349	444	80	89	2,425	567	4,411	\$ 60,866
REC	REDMON	STEVEN	RECREATION COORDINATOR	EXEMPT	FT	12/22/2014	-	21.0981	750	44,634	10,349	444	80	89	2,551	597	4,633	\$ 63,377
REC	REMUS	SHAY	SUPERINTENDENT OF RECREATION	EXEMPT	FT	12/18/2007	-	44.7119	1,250	94,251	24,908	1,622	236	91	5,360	1,254	9,782	\$ 137,503
WTR/SWR/STR	DHUSE	ERIC	PUBLIC WORKS DIRECTOR	EXEMPT	FT	3/1/1995	-	65.3263	2,000	137,879	18,043	1,041	160	91	8,004	1,872	14,310	\$ 181,400
WTR/SWR	JOHNSON	GEORGE	MAINT WORKER II UTILITY LOCATOR	NON-EXEMPT	FT	9/23/2019	X	24.1882	-	50,311	13,941	1,622	236	91	2,880	674	5,222	\$ 74,977
STR	BEHRENS	BRETT	OPERATOR	NON-EXEMPT	FT	7/3/1995	X	36.1610	0.9615	77,215	21,297	1,622	236	91	4,417	1,033	8,014	\$ 113,924
STR	HENNE	DURKIN	OPERATOR	NON-EXEMPT	FT	4/17/2006	X	34.9379	0.6010	73,921	21,297	1,622	236	91	4,222	987	7,672	\$ 110,048
STR	SENG	MATTHEW	OPERATOR	NON-EXEMPT	FT	7/6/1998	X	33.7556	0.7212	71,712	24,908	1,622	236	91	4,025	941	7,443	\$ 110,978
STR	SLEEZER	JOHN	FOREMAN	EXEMPT	FT	6/12/1995	-	49.1626	2,000	104,258	21,297	1,622	236	91	6,018	1,407	10,821	\$ 145,750
STR	WEBER	ROBERT	OPERATOR	NON-EXEMPT	FT	7/12/2004	X	31.5116	0.6010	66,794	13,941	888	152	91	3,856	902	6,933	\$ 93,558
SWR	JACKSON	JAMIE	MAINT WORKER I	NON-EXEMPT	FT	8/30/2019	X	22.0217	-	45,805	13,568	888	152	91	2,613	611	4,754	\$ 68,484
SWR	SOELKE	THOMAS	FOREMAN	EXEMPT	FT	10/21/2013	-	38.8125	750	81,480	24,908	1,622	236	91	4,604	1,077	8,457	\$ 122,474
SWR	STEFFENS	GEORGE	MAINT WORKER I	NON-EXEMPT	FT	1/22/2019	X	22.7926	-	47,409	24,908	1,622	236	91	2,586	605	4,921	\$ 82,377
WTR	BAUER	JONATHAN	FOREMAN	EXEMPT	FT	9/4/2012	-	42.9524	1,000	90,341	24,908	1,622	236	91	5,128	1,199	9,376	\$ 132,902
WTR	BROWN	DAVE	OPERATOR	NON-EXEMPT	FT	2/5/2007	X	28.4222	0.6010	60,368	10,349	1,622	236	91	3,483	815	6,266	\$ 83,229
WTR	CONARD	RYAN	MAINT WORKER I	NON-EXEMPT	FT	2/18/2020	X	22.0217	-	45,805	10,349	1,622	236	91	2,620	613	4,754	\$ 66,090
WTR	DYON	JUDY	UTILITY BILLING CLERK	NON-EXEMPT	FT	7/16/2001	-	33.5458	0.6010	71,025	17,695	888	152	91	4,049	947	7,372	\$ 102,219
WTR	GARCIA	LUIS	MAINT WORKER I	NON-EXEMPT	FT	7/6/2005	X	22.0217	-	45,805	6,213	444	80	89	2,667	624	4,754	\$ 60,677
WTR	SCODRO	PETE	OPERATOR	NON-EXEMPT	FT	7/6/2005	X	30.4460	0.6010	64,578	18,043	1,041	160	91	3,664	857	6,703	\$ 95,136