

# VILLAGE OF BARRINGTON HILLS

---

## **Personnel Committee** **NOTICE OF SPECIAL MEETING**



Wednesday, August 13, 2014 ~ 6:30 pm  
112 Algonquin Road

### **AGENDA**

1. Organizational
  - 1.1 Call to Order
  - 1.2 Roll Call
2. Approval of Minutes
3. Voluntary Separation Plan [Recommendation]
4. Public Comments
5. Adjournment

Chairman: Colleen Konicek

## **NOTICE AS POSTED**

Village of Barrington Hills  
Minutes of Personnel Committee meeting of March 19, 2014

Chairman Konicek called the meeting to order at 6:33 p.m. Roll Call.

Members Present

Colleen Konicek, Chairman  
Joe Messer  
Karen Selman

DRAFT

Other Attendees

Rosemary Ryba, Village Treasurer  
Michael Murphy, Chief of Police  
Rich Semelsberger, Deputy Chief of Police  
Robert Kosin, Director of Administration

MINUTES

Reviewed minutes from December 4, 2013 Personnel Meeting. Motioned and moved by Joe Messer for approval, Karen Selman seconded. All present said aye, Trustee Selman abstained.

PUBLIC COMMENT

None

UPDATES TO EMPLOYEE/PERSONNEL MANUAL

Chair Konicek explained that the attorney reviewed the language in the document. The purpose of the meeting is to review the details of the manual to come to a recommendation to the Village President. Trustee Selman wanted to be sure she was in possession of the most recent draft of the Manual which was dated December, 2013. She then commented on the Welcome Letter from Village President that it appeared awkward. The term “at-will” needed more definition upon Trustee Selman’s request. Employment of relatives was discussed and Trustee Selman questioned why it did not have a common nepotism policy described within the document.

Section I. 5<sup>th</sup> Paragraph – Human Resources management system should be reworded to add a comma after Human Resources.

Section II. Clarification of Department Head which usually pertains to Police Department should add the word “Police” before Department.

2.02 – Trustee Selman requests the language be stronger to prohibit family employment. Trustee Messer commented on the added “or other interests of the Village” covers a broad range. He suggested change “may create a potential conflict” to “creates a conflict” of interest. Also suggested was to add civil union partner under definition of family.

Village of Barrington Hills

Minutes of Personnel Committee Meeting of March 19, 2014

Page Two

5.00 – Chief Murphy was concerned with timing of wage adjustments as different dates would cause conflict. It was suggested that the Village President do final evaluations by the end of September annually as the budget process is completed in October.

5.01 – Trustee Selman wants title to be amended to “Police Department General Wage and Salary Policy as well as 5.00.

5.02 – Needs clarification-the hours allowed need further review.

5.05 – Chief Murphy requested it be changed back to 3 hours as shown in prior draft instead of the 2 hours shown on current draft.

5.08 – Chief Murphy requested off-duty employees be paid a minimum of two (2) hours to attend meetings.

5.09 – Suggestion to include the Police Officer Scheduling System (P.O.S.S.) language back into the procedure for requesting overtime/compensatory time and also add supervisor must approve.

5.10 – Letter F) “Dental” to be removed.

6.05 (a) – Change title to Village Officer Personnel and add “must use or lose their annual allotment of vacation time.”

6.06 – Holidays – the recognized holidays should be defined by the date on the calendar.

6.07 – Longevity Plan – Should stand as originally shown on previous manual as requested by Chief Murphy. He stated the Union contract contained it. Trustee Selman stated the longevity plan was superfluous and Chair Konicek requested a study with regard to longevity awards in the area.

6.08 – An employee who is unable to report for work shall report the reason for absence at least one hour prior to their start time, not ½ hour as shown on the draft.

6.11 – To be renamed Bereavement vs. Funeral.

6.12 – Trustee Selman requested maternity leave be paid vs. non-paid.

6.14 – To be eligible for educational assistance, the consensus was to be employed for at least one year prior to eligibility.

Village of Barrington Hills

Minutes of Personnel Committee Meeting of March 19, 2013

Page Three

6.15 – Title to be changed from Wellness Program to Wellness Reimbursement. Chair Konicek stated it could be tied into the future health insurance policy.

6.17 – Treasurer Ryba is requesting receipts be required for meal reimbursements. A survey of other municipalities was requested on the practice.

8.04 – Attorney stated it is outdated and should be dealt with on a case by case basis.

9.03 – Attendance Standards to change notice of being late/absent from ½ hour to 1 hour.

9.06 – Trustee Selman wants to add to the section that employee would be required to get treatment.

9.06(b) – Must notify the Chain of Command to be added to section and further review with regard to language of substance abuse treatment will be done.

10.01 – The subject was discussed and needs further clarification of enforcement.

Chair Konicek will discuss issues with attorney and results of surveys will be provided to the Chair as soon as available. Upon completion, they will be presented and discussed with the Village President for his approval.

There being no further business, Chief Murphy motioned to adjourn and seconded by Trustee Selman at 9:20 p.m. All present said aye.

Rosemary Ryba  
Recording Secretary

**VILLAGE OF BARRINGTON HILLS**  
**VOLUNTARY SEPARATION PLAN FOR**  
**VILLAGE EMPLOYEES**

**SUMMARY PLAN DESCRIPTION**

**(Effective August 11, 2014)**

**TABLE OF CONTENTS**

	<u>Page</u>
INTRODUCTION .....	1
THE PLAN IS VOLUNTARY .....	1
ELIGIBLE EMPLOYEES.....	2
PLAN APPLICATION PROCEDURE .....	2
PLAN BENEFITS TO PARTICIPANTS .....	2
PLAN ADMINISTRATION .....	3
TERMINATION OF THE PLAN .....	4
LIST OF ELIGIBLE EMPLOYEES.....	5
APPLICATION FORM.....	6
WAIVER & RELEASE AGREEMENT.....	7-9
PLAN BENEFIT ELECTION FORM.....	10

**VILLAGE OF BARRINGTON HILLS**  
**VOLUNTARY SEPARATION PLAN FOR**  
**VILLAGE EMPLOYEES**

**INTRODUCTION**

In response to a review of the **VILLAGE OF BARRINGTON HILLS'** (hereinafter "Village") operations and organizational structure, the Village has adopted the **VILLAGE OF BARRINGTON HILLS VOLUNTARY SEPARATION PLAN FOR VILLAGE EMPLOYEES** (hereinafter the "Plan"), effective August 11, 2014, for the benefit of eligible employees of the Village as described herein. The purpose of the Plan is to save money and realize efficiencies in overall Village operations by reducing the size of the Village workforce for an indeterminate period of time.

This document provides information so that you can make an informed decision about whether or not you want to participate. No employee, officer, director, trustee or elected official of the Village has the authority to alter, vary or modify the terms of the Plan, except by means of written amendment approved by the Village Board. No verbal or written representations contrary to the terms of the Plan shall be binding on any person or entity.

**THE PLAN IS VOLUNTARY**

Participation in the Plan will be on a strictly voluntary basis. The choice is entirely in your hands. No one at the Village is requiring that you accept or reject participation in the Plan.

The existence of the Plan does not in any way change your relationship with the Village. You are free to choose to participate or not to participate. You should understand that if you are eligible and decline to participate, you would not be treated any differently with respect to future terms and conditions of employment than any other employee. You should also understand that the Plan does not provide any right to future employment or otherwise affect the status or terms and conditions of your employment, except that your employment relationship with the Village will cease after you become a Participant in the Plan.

## **ELIGIBLE EMPLOYEES**

The employees eligible to apply to participate in the Plan are those regular full-time VILLAGE EMPLOYEES who (i) have twenty (20) or more continuous years of service with the Village as of December 31, 2014 and are at least age 50; and (ii) are listed on the List of Eligible Employees attached hereto as **Attachment I**.

You are not eligible to participate if you are in the process of being involuntarily terminated or have already provided a signed letter of resignation or retirement, applied for a disability pension or otherwise have announced your intention to leave employment with the Village.

## **PLAN APPLICATION PROCEDURE**

The Plan Administrator will provide each eligible employee with a Plan application form. The Plan application form is attached hereto as **Attachment II**. An eligible employee who voluntarily elects to participate in the Plan must sign and submit the application form to the Plan Administrator, which indicates that the eligible employee irrevocably elects to voluntarily separate from employment with the Village and obtain the Plan Benefits. Additional application forms are available, if needed, in the Plan Administrator's office.

The Plan Administrator must receive the signed application form on or before November \_\_\_\_\_, 2014 [INSERT DATE THAT IS AT LEAST 45 DAYS AFTER THE DATE THE PLAN IS DISTRIBUTED TO ELIGIBLE EMPLOYEES].

The Plan Administrator will acknowledge in writing the acceptance of the application forms that meet the conditions of the Plan. An eligible employee whose application form is accepted will be considered an "**Applicant**" under the Plan. An Applicant's employment with the Village will terminate at a agreed-upon date prior to or on December 31, 2014 when meeting all eligibility criteria.

An eligible employee who timely submits and does not revoke the application form and Voluntary Separation and Release Agreement will be considered a "**Participant**" in the Plan and will be eligible to receive Plan Benefits as provided below.

## **PLAN BENEFITS TO PARTICIPANTS**

The Plan benefits as follows are in addition to those benefits to which employees are entitled upon separation from employment according to applicable law and/or Village policy. If you become a Participant in the Plan, you will receive the following Plan Benefits:

### **Plan Benefit:**

An eligible employee who signs and does not revoke the Voluntary Separation and release agreement within the prescribed time limits is eligible to receive the Health Insurance

Benefit for (18) months from date of separation. This benefit will be based on the employee's respective health plan enrolled in as of December 31, 2014 and include Health Reimbursement Account (HRA) funding equal to current employees. The Health Insurance Plan benefit may change each plan year, but will not differ from coverage provided to current employees.

An Applicant may revoke his/her signed Voluntary Separation and Release Agreement within seven (7) days of signing the agreement. Any such revocation must be made in writing and must be received by the Plan Administrator within such seven (7) day period. An Applicant who timely revokes his/her Waiver and Release Agreement will not be eligible to receive the Plan Benefit.

The consideration for the voluntary signing of the Waiver and Release Agreement is the Plan Benefit, which the eligible employee would otherwise not be eligible to receive. Applicants voluntarily signing a Waiver and Release Agreement should also complete the Plan Benefit Election Form (**Attachment III**).

### **Plan Benefit Terms**

The following provisions will apply to separation payments:

- *Year of Service.* A "year of service" for purposes of the Plan shall include only complete years of service and shall be determined from the Participant's consecutive years of service since his/her most recent date of hire in accordance with the Village's personnel records through December 31, 2014.
- *Health Insurance Benefit.* A "Health Insurance Benefit" for purposes of the Plan will consist of the eligible employee's continuation in the same group health insurance plan that the employee was enrolled in effective as of December 31, 2014. The insurance benefit will equal eighteen (18) months of health insurance from the date of separation. The Village will pay for 100% of the insurance premium and provide Health Reimbursement Account (HRA) funding equal to current employees. The Health Insurance Plan benefit may change each plan year.

**Any benefit continuation or conversion rights which a Participant has as of his/her voluntary separation date will be made available to him/her according to the established policies, plans and procedures of the Village.**

### **PLAN ADMINISTRATION**

The Village Treasurer will serve as the "Plan Administrator" of the Plan. The Plan Administrator will have the discretionary authority to determine eligibility for Plan Benefits and to construe the terms of the Plan, including the making of factual determinations. The decisions of the Plan

Administrator will be final and conclusive with respect to all questions concerning the administration of the Plan. An employee who has questions or disputes regarding the plan should submit the question or dispute to the Plan Administrator. Any dispute regarding application of the Plan must be hand delivered or post marked to the Village Treasurer at Village Hall no later than 30 days after occurrence of the matter giving rise to the dispute or within 30 days after you, through the use of reasonable diligence, could have obtained knowledge of the matter in order to be considered.

The Plan Administrator may delegate to other persons responsibilities for performing certain of the duties of the Plan Administrator under the terms of the Plan and may seek such expert advice as the Plan Administrator deems reasonably necessary with respect to the Plan. The Plan Administrator will be entitled to rely upon the information and advice furnished by such delegates and experts, unless actually knowing such information and advice to be inaccurate or unlawful.

### **TERMINATION OF THE PLAN**

The Plan will terminate when all eligible employees have been paid their Health Insurance Benefit under the Plan. The Village reserves the right to amend or to terminate the Plan at any time at its sole discretion. This Plan does not create vested rights and is not to be construed as a contract of any kind between the Village and any person.

This Plan is hereby authorized by the Village effective \_\_\_\_\_, 2014.

**VILLAGE OF BARRINGTON HILLS  
VOLUNTARY SEPARATION PLAN FOR  
VILLAGE EMPLOYEES**

**LIST OF ELIGIBLE EMPLOYEES**

Robert Kosin  
Gary Hammelmann  
Michael Murphy  
Dominic Caputo  
Richard Semelsberger  
Kim Roel  
Tami Huls

**VILLAGE OF BARRINGTON HILLS  
VOLUNTARY SEPARATION PLAN FOR  
VILLAGE EMPLOYEES**

**APPLICATION FORM**

I wish to make application for the Voluntary Separation Plan to terminate employment with the Village of BARRINGTON HILLS ("Village") on \_\_\_\_\_.

I acknowledge and agree that I understand the terms and conditions of the Voluntary Separation Plan and that my decision to make application is voluntary.

I further acknowledge that in order to receive the plan benefit, I am required to sign and not revoke the attached Voluntary Separation and Release Agreement. I recognize that I have been given at least 45 days to consider the Agreement.

\_\_\_\_\_  
(Name of Eligible Employee - Please Print)

\_\_\_\_\_  
(Signature of Eligible Employee)

\_\_\_\_\_  
(Date)

ACCEPTED:

\_\_\_\_\_  
Plan Administrator

\_\_\_\_\_  
Date

PLEASE SUBMIT TO:

Rosemary Ryba  
Village Treasurer

Village of BARRINGTON HILLS  
112 Algonquin Road  
BARRINGTON HILLS, IL 60010

**VILLAGE OF BARRINGTON HILLS  
VOLUNTARY SEPARATION PLAN FOR  
VILLAGE EMPLOYEES**

**VOLUNTARY SEPARATION AND RELEASE AGREEMENT**

This Voluntary Separation and Release Agreement ("Agreement") is entered into by and between the **VILLAGE OF BARRINGTON HILLS**, its related entities, agencies, authorities, boards, commissions and affiliates, including its and their respective trustees, directors, officers, associates, employees, and agents, past, present and future), and each of its and their respective successors and assigns (hereinafter collectively referred to as "the Village") and \_\_\_\_\_, on behalf of yourself, your spouse, your agents, representatives, heirs, executors, administrators, attorneys and assigns.

In consideration of the benefits and mutual promises herein contained and other good and valuable consideration, the sufficiency of which is acknowledged, the parties hereby agree as follows:

(1) **Voluntary Separation and Health Insurance Benefit.** If you sign this Agreement within forty-five (45) days of receipt, you do not revoke this Agreement, and you voluntarily and irrevocably separate from Village employment on or before December 31, 2014, the Village agrees to provide you the payments under the Village's Voluntary Separation Plan ("Plan"), provided that you are eligible for benefits under the terms of the Plan.

(2) **Return Of Village Property.** On or before your Separation Date, you must return to the Village all Village property in your possession or control, including but not limited to credit/calling cards, cell phone, laptop computer, information technology equipment, pagers, mobile phones, documents and records. You further agree that you will not keep, transfer or use any copies or excerpts of the above items.

(3) **General Waiver and Release.** By signing this Agreement and receiving the valuable consideration described above, you hereby fully release and forever discharge the Village from any and all known or unknown actions, causes of action, claims or liabilities of any kind which have or could be asserted against the Village arising out of or related to my employment with and/or separation from employment with the Village and/or any of the other Releasees and/or any other occurrence up to and including the date of this Waiver and Release Agreement, including but not limited to:

- (a) claims, actions, causes of action or liabilities arising under Title VII of the Civil Rights Act, as amended, the Age Discrimination in Employment Act, as amended, the Rehabilitation Act, as amended, the Americans with Disabilities Act, as amended, the Family and Medical Leave Act, as amended, the Illinois Human Rights Act, as amended, the Illinois Wage Payment and Collection Act, all claims under 42 U.S.C. §§ 1983, 1985, 1988; all claims under the Village of Barrington Hills Municipal Code and/or personnel policies; and/or
- (b) claims, actions, causes of action or liabilities arising under any other federal state, municipal, or local statute, law, ordinance or regulation; and/or
- (c) any other claim whatsoever including, but not limited to, claims for severance pay, claims based upon breach of contract, wrongful termination, defamation, intentional infliction of emotional distress, tort, personal injury, invasion of privacy, violation of public policy, negligence and/or any other common law, statutory or other claim whatsoever arising out of or relating to my employment

with and/or separation from employment with the Village and/or any of the other Releasees, but excluding the filing of an administrative charge (you are, however, specifically waiving your right to recover any money in connection with such a charge), any claims which I may make under state workers' compensation or unemployment laws, and/or any claims which by law I cannot waive.

It is the intention of you and the Village that in executing this Agreement, you are providing a general release and that it shall be an effective bar to each and every claim, grievance, demand, and cause of action, either known or unknown, for all acts or omissions of the Village and its agents, jointly and separately, individually and in their representative capacities, for any injuries suffered by you occurring on or prior to the date this Agreement and Release is executed.

(4) **Non-Admission Of Liability.** The parties agree and acknowledge that this Agreement and the consideration described herein does not constitute and shall not be interpreted as an admission of liability on the part of the Village.

(5) **Covenant Not to Sue.** I also agree never to sue any of the Releasees or participate in a lawsuit on the basis of any claim of any type whatsoever arising out of or related to my employment with and/or separation from employment with the Village. Notwithstanding this Covenant Not to Sue, you may bring a claim against the Village to enforce this Agreement or to challenge the validity of this Agreement under the Age Discrimination in Employment Act.

I further acknowledge and agree in the event that I breach this Covenant Not to Sue (a) the Village shall be entitled to apply for and receive an injunction to restrain any violation of paragraph (2) above, (b) the Village shall not be obligated to pay any further Benefit under the Plan to me, (c) I shall be obligated to pay to the Village its costs and expenses in enforcing this Voluntary Separation and Release Agreement and defending against such lawsuit (including court costs, expenses and reasonable legal fees), and (d) I shall be obligated upon demand to repay to the Village all but \$500 of the Plan Benefit value received under the Plan, and the foregoing shall not affect the validity of this Voluntary Separation and Release Agreement.

(6) **Employee Acknowledgements.** You acknowledge that:

- (a) you are entering into this Agreement knowingly and voluntarily and the Agreement is written in language that you understand;
- (b) this Agreement includes a waiver and release of claims under the Age Discrimination in Employment Act (ADEA) as described in paragraph 4 above;
- (c) the Village is hereby advising you to consult with an attorney before signing this Agreement;
- (d) this Agreement waives and releases only those claims and rights arising prior to the date you sign this Agreement;
- (e) you understand that you may take up to forty-five (45) days to consider this Agreement before signing it;
- (f) you have received, along with this Agreement: (i) the ages and job titles of all employees eligible for the Village's Voluntary Separation Plan, (ii) the ages and job titles of employees not eligible for the Village's Voluntary Separation Plan, and (iii) the eligibility factors and time limits applicable to this Voluntary Separation Plan; and
- (g) you are not otherwise entitled to the payment and benefits described in paragraph 2 of this Agreement.

(7) **Revocation Rights.** After you sign this Agreement, you will have seven (7) days to revoke it if you change your mind. If you want to revoke the Agreement, you should hand deliver or mail a written revocation to Rosemary Ryba, Village Treasurer, Village of Barrington Hills, 112 Algonquin Road Barrington Hills, IL 60010, within seven (7) days after you sign the Agreement. If you timely revoke the Agreement pursuant to this paragraph, you will not receive the benefits described in paragraph 2 of this Agreement. This Agreement shall not become effective and enforceable until the seven (7) day revocation period described in this paragraph has expired with no revocation by you.

(8) **Entire Agreement.** This Agreement constitutes the complete Agreement between you and the Village. No other promises or agreements, either express or implied, shall be binding upon such parties unless hereinafter reduced to writing and signed by you and the Village.

(9) **Severability.** To the extent that any portion of this Agreement may be held to be invalid or legally unenforceable by a court of competent jurisdiction, you and the Village agree that the remaining portions of this Agreement shall not be affected and shall be given full force and effect.

(10) **Binding Nature Of The Agreement.** This Agreement shall be binding upon the parties, as well as their respective agents, representatives, heirs, successors and assigns.

(11) **Governing Law.** The laws of the State of Illinois shall govern the validity, performance, enforcement, interpretation and any other aspect of this Agreement, notwithstanding any state's choice of law provisions.

**YOU HAVE READ THIS AGREEMENT, INCLUDING THE WAIVER AND RELEASE CONTAINED HERIN, AND UNDERSTAND ALL OF ITS TERMS. YOU ARE EXECUTING THIS AGREEMENT VOLUNTARILY AND WITH FULL KNOWLEDGE OF ITS SIGNIFICANCE.**

**AGREED:**  
VILLAGE OF BARRINGTON HILLS

EMPLOYEE NAME:

By: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

**VILLAGE OF BARRINGTON HILLS  
VOLUNTARY SEPARATION PLAN FOR  
VILLAGE EMPLOYEES**

**PLAN BENEFIT ELECTION FORM**

The voluntary execution of the Waiver and Release Agreement that I do not revoke in writing within seven (7) days under the terms of the **VILLAGE OF BARRINGTON HILLS VOLUNTARY SEPARATION PLAN FOR VILLAGE EMPLOYEES** (the “Plan”) makes me eligible according to the terms of the Plan for a Plan Benefit.

I understand that the Plan Benefit provided under the Plan is coverage for eighteen months from date of separation of Village health insurance under my current plan participation, as of December 31, 2014. I understand that the Health Insurance Plan benefit may change each plan year.

I acknowledge and agree that I understand this election and that it is subject to all other terms and conditions of the Plan and that my decision to make this election is voluntary.

\_\_\_\_\_  
(Name of Eligible Employee – Please Print)

\_\_\_\_\_  
(Signature of Eligible Employee)

\_\_\_\_\_  
(Date)

**VOLUNTARY SEPARATION FORECAST**  
**PERSONNEL COMMITTEE MEETING**  
**AUGUST 13, 2014**

	2014 Base	2014 Longevity	Total Salary	IMRF	Police Pension	FICA	Workmans Comp	Life Insurance	Medical Insurance	Disability	Dental Insurance	Medicare	Total
RK	\$ 133,800.00	\$ 2,000.00	\$ 135,800.00	\$ 7,827.46		\$8,183.52	\$ 4,100.00	\$66.00	\$ 16,924.32	\$ 980.76	\$ 1,264.32	\$ 1,914.00	\$ 177,060.38
GH	\$ 87,761.34	\$ 2,000.00	\$ 89,761.34			\$5,441.28	\$ 7,380.00	\$66.00	\$ 19,082.88	\$ 643.20	\$ 1,264.32	\$ 1,272.48	\$ 124,911.50
MM	\$ 133,800.00	\$ 2,000.00	\$ 135,800.00			\$8,129.76	\$ 7,380.00	\$66.00	\$ 25,462.92	\$ 980.76	\$ 2,399.04	\$ 1,901.28	\$ 182,119.76
DC	\$ 87,761.34	\$ 2,000.00	\$ 89,761.34			\$5,286.24	\$ 7,380.00	\$66.00	\$ 13,732.68	\$ 643.20	\$ 1,737.12	\$ 1,236.24	\$ 119,842.82
RS	\$ 114,500.00	\$ 2,000.00	\$ 116,500.00			\$7,039.92	\$ 7,380.00	\$66.00	\$ 19,080.24	\$ 839.28	\$ 2,399.04	\$ 1,646.40	\$ 154,950.88
KR	\$ 66,400.00	\$ 1,500.00	\$ 67,900.00	\$ 3,819.04		\$4,064.88	\$ 4,100.00	\$66.00	\$ 15,901.44	\$ 486.72	\$ 1,264.32	\$ 950.64	\$ 98,553.04
TH	\$ 66,400.00	\$ 1,500.00	\$ 67,900.00	\$ 3,819.04		\$4,064.88	\$ 4,100.00	\$66.00	\$ 16,049.52	\$ 486.72	\$ 1,264.32	\$ 926.88	\$ 98,677.36

\$ 956,115.74

Employer contribution for IMRF is provided to the Village annually and is not based per person, rather the level of funding of the entire plan. A rough estimate has been provided

Not quantifiable by person as the PPF contribution is as a whole based on what Village Board votes to contribute in any given fiscal

Workman's Comp is estimated as the premiums are not billed by person rather by job description Police Officers vs. Clerical

**SCENARIO: ASSUME A 3% INCREASE ANNUALLY THROUGH 2021 FOR HIGHEST BASE SALARY (NON-IMRF)**

	BASE	Longevity	Total Salary	IMRF	Police Pension	FICA	Workmans Comp	Life Insurance	Medical Insurance	Disability	Dental Insurance	Medicare	Total
2015	\$ 137,814.00	\$ 2,000.00	\$ 139,814.00			\$8,373.65	\$ 7,601.40	\$67.98	\$ 26,226.81	\$ 1,010.18	\$ 2,471.01	\$ 1,958.32	\$ 187,523.35
2016	\$ 141,948.42	\$ 2,000.00	\$ 143,948.42			\$8,624.86	\$7,829.44	\$70.02	\$ 27,013.61	\$1,040.49	\$2,545.14	\$2,017.07	\$ 193,089.05
2017	\$ 146,206.87	\$ 2,000.00	\$ 148,206.87			\$8,883.61	\$8,064.33	\$72.12	\$ 27,824.02	\$1,071.70	\$2,621.50	\$2,077.58	\$ 198,821.72
2018	\$ 150,593.08	\$ 2,000.00	\$ 152,593.08			\$9,150.12	\$8,306.26	\$74.28	\$ 28,658.74	\$1,103.85	\$2,700.14	\$2,139.91	\$ 204,726.38
2019	\$ 155,110.87	\$ 2,000.00	\$ 157,110.87			\$9,424.62	\$8,555.44	\$76.51	\$ 29,518.50	\$1,136.97	\$2,781.14	\$2,204.10	\$ 210,808.17
2020	\$ 159,764.20	\$ 2,000.00	\$ 161,764.20			\$9,707.36	\$8,812.11	\$78.81	\$ 30,404.06	\$1,171.08	\$2,864.58	\$2,270.23	\$ 217,072.41
2021	\$ 164,557.12	\$ 2,000.00	\$ 166,557.12			\$9,998.58	\$9,076.47	\$81.17	\$ 31,316.18	\$1,206.21	\$2,950.52	\$2,338.33	\$ 223,524.59

\$ 1,435,565.67