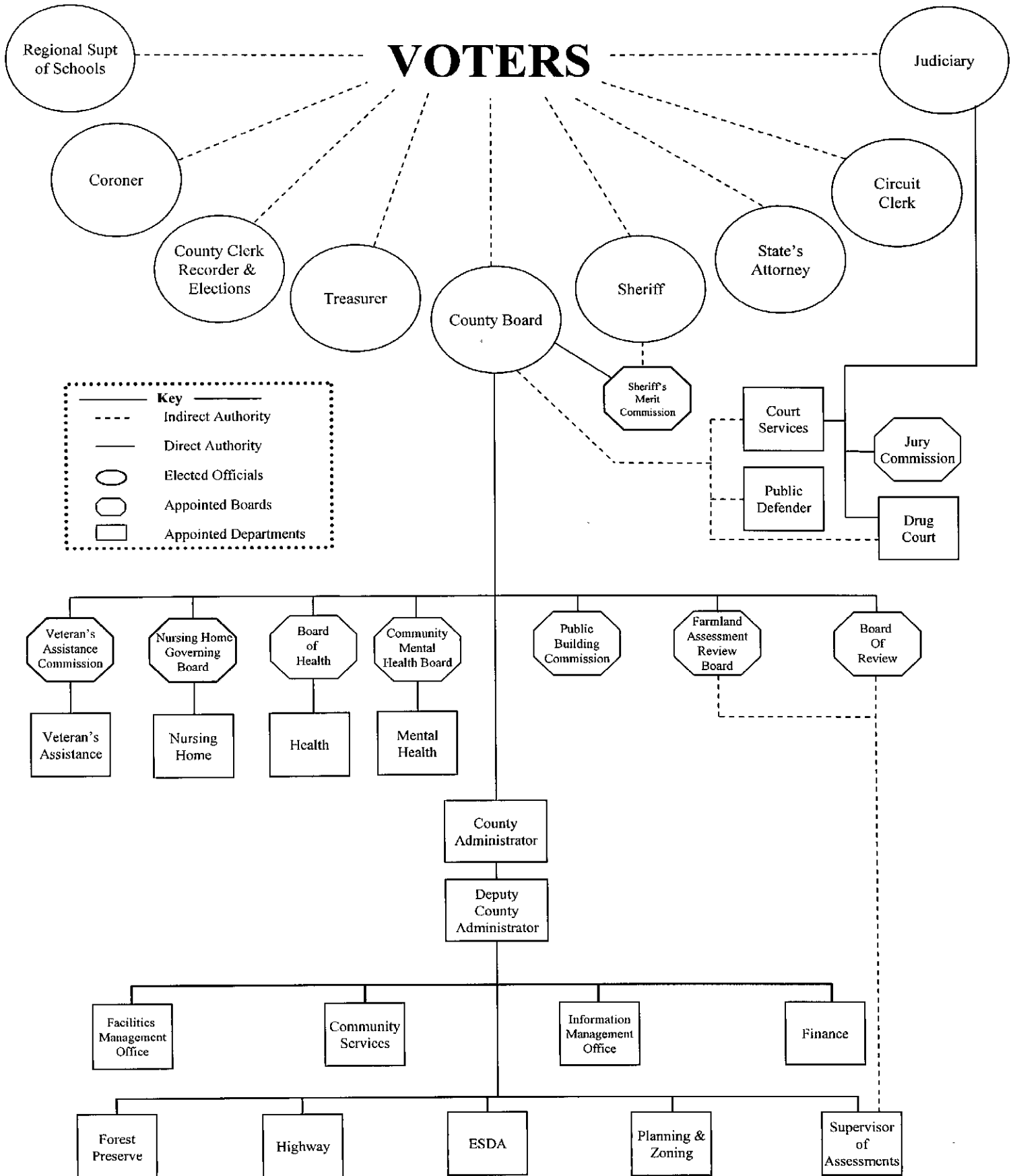


DeKalb County Government

FY 2009
BUDGET
PLAN

Salaries & Benefits

DeKalb County Government Organizational Chart



DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	FLSA EXEMPT	CLASS NUMBER	HAY GRADE	# OF FUNDED POSITIONS	TOTAL BIWEEKLY HOURS
COUNTY BOARD (1110)	Administrative Intern	N	2133	-	0.56	45.00
	County Administrator	Y	1031	M5	1.00	80.00
	County Board Coordinator	N	2154	CT9	1.00	70.00
	TOTAL				2.56	
FINANCE (1210)	Accounting Clerk A	N	2105	CT7A	1.00	80.00
	Accounting Clerk A	N	5505	AC7A	1.00	70.00
	Accounting Supervisor	N	2502	-	1.00	80.00
	Administrative Assistant	N	5507	AC7A	1.00	80.00
	Benefits Coordinator	N	2150	CT7B	1.00	80.00
	Deputy Co. Administrator	Y	1051	M3	1.00	80.00
	Secretary A	N	2170	CT7B	0.15	12.00
	Secretary A - Webmaster	N	2174	CT7B	1.00	80.00
TOTAL				7.15		
INFORMATION MANAGEMENT OFFICE (1310)	Assistant Network Technician	N	2506	-	2.00	160.00
	Lead Assistant Network Technician	N	2537	LT13	1.00	80.00
	GIS Analyst	N	2528	-	1.00	80.00
	GIS Manager	Y	2529	AS11	1.00	80.00
	IMO Director	Y	1071	M2	1.00	80.00
	Lead Network Technician	Y	2538	-	1.00	80.00
	Network Technician	N	2548	-	2.00	160.00
	Project Assistant	N	2168	-	0.15	12.00
	Project Assistant - Defined	Y	2167	-	0.85	68.00
TOTAL				10.00		
ASSESSMENTS OFFICE (1410)	Administrative Clerk C	N	5511	AC6	2.00	140.00
	Administrative Clerk C (Part-Time)	N	5511	AC6	1.00	80.00
	Chief Co. Assessment Official	Y	1011	M1	1.00	80.00
	Chief Deputy of Assessments	N	5523	AA9	1.00	70.00
	Mapper/Appraiser I	N	5563	AA7	1.00	70.00
	Mapper/Appraiser II	N	5564	AA8	1.00	70.00
TOTAL				7.00		
COUNTY CLERK & RECORDER (1510)	Administrative Clerk B	N	5510	AC7	1.00	70.00
	Administrative Clerk C	N	5511	AC6	2.00	145.00
	Administrative Secretary	N	5515	AC8	1.00	75.00
	Chief Deputy Recorder	N	5527	AA9	1.00	80.00
	County Clerk and Recorder	Y	0511	-	1.00	80.00
	Office Assistant A	N	5567	AC5	2.00	140.00
	Office Assistant B	N	5568	AC4	1.00	70.00
	Tax Extension/Comp. Spec.	N	2188	AS9	1.00	80.00
TOTAL				10.00		

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>FLSA EXEMPT</u>	<u>CLASS NUMBER</u>	<u>HAY GRADE</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL BIWEEKLY HOURS</u>
ELECTIONS (1530)	Chief Deputy of Elections	N	5524	AA8	1.00	70.00
	Office Assistant A	N	5567	AC5	1.00	70.00
	Office Assistant B	N	5568	AC4	1.00	70.00
	TOTAL				3.00	
PLANNING & ZONING (1710)	Administrative Clerk A	N	5509	AC8	1.00	70.00
	Assistant Planner	N	5519	AA8	1.00	80.00
	Building Inspector	N	2517	AS9	0.60	48.00
	Chief Building Inspector	N	2515	-	1.00	80.00
	Code Enforcement Technician	N	5580	AA8	1.00	80.00
	Planning Director	Y	1091	M2	1.00	80.00
TOTAL					5.60	
REG. OFFICE OF EDUCATION (1810)	Administrative Clerk B	N	2125	CT7B	1.00	70.00
	Office Assistant (Part -Time)	N	2169	LT4	1.00	70.00
TOTAL					2.00	
TREASURER (1910)	Accounting Clerk A	N	5505	AC7A	1.00	70.00
	Administrative Clerk B	N	5510	AC7	1.00	70.00
	Chief Deputy Treasurer	N	5530	AA9	1.00	70.00
	Office Assistant B (Part -Time)	N	5568	AC4	1.00	70.00
	Treasurer	Y	0551	-	1.00	80.00
TOTAL					5.00	
JUDICIARY (2210)	Administrative Assistant	N	2115	-	0.15	10.50
	Bailiffs - Part Time	N	2145	-	2.75	192.50
	Chief Bailiff	N	2153	AS7	1.00	75.00
	Conflict Attorney (4 Part Time)	Y	2519	-	1.00	80.00
	Judicial Interpreter	N	2164	-	0.75	60.00
	Judicial Secretary	N	2163	CT8	1.00	70.00
	Law Clerk	N	2159	-	0.40	28.00
TOTAL					7.05	
JURY COMMISSION (2220)	Jury Commission Clerk	N	2536	-	0.50	40.00
	TOTAL				0.50	
CIRCUIT CLERK (2310)	Accounting Clerk B	N	2110	CT6	1.00	80.00
	Circuit Clerk	Y	0501	-	1.00	80.00
	Compliance Officer	N	2156	AS8	1.00	70.00
	Deputy Clerk	N	2155	AS4	13.00	915.00
	Supervisory Deputy Clerk	N	2185	AS8	4.00	285.00
TOTAL					20.00	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	FLSA EXEMPT	CLASS NUMBER	HAY GRADE	# OF FUNDED POSITIONS	TOTAL BIWEEKLY HOURS
CORONER (2410)	Chief Deputy Coroner (Part -Time)	Y	2521	-	0.25	20.00
	Coroner	Y	0521	-	0.50	40.00
	Deputy Coroner (Part -Time)	Y	2523	-	0.25	20.00
	Executive Secretary	N	2161	CT9	0.25	20.00
	TOTAL				1.25	
ESDA (2510)	Assistant ESDA Coordinator	N	2570	-	0.10	8.00
	ESDA Coordinator	Y	2560	-	0.50	40.00
	Executive Secretary	N	2161	CT9	0.75	60.00
	TOTAL				1.35	
SHERIFF (2610)	Administrative Secretary	N	5515	AC8	1.00	80.00
	Chief Deputy Sheriff	Y	2522	SP3	1.00	80.00
	Detective	N	5130	FP8	7.00	560.00
	Evidence Control Officer	N	2524	AS9	0.50	40.00
	Lieutenant/Patrol	Y	2545	SP1	1.00	80.00
	Office Coordinator	N	2165	CT9	1.00	80.00
	Patrol	N	5140	FP8	23.00	1,840.00
	Patrol - Home Monitoring	N	5140	FP8	2.00	160.00
	Patrol - Kishwaukee College	N	5140	FP8	1.00	80.00
	Patrol - Kishwaukee Hospital	N	5140	FP8	1.00	80.00
	Secretary B	N	5583	AC6	3.50	280.00
	Sergeant/Detective	N	5125	FP11	1.00	80.00
	Sergeant/Patrol	N	5135	FP10	4.00	320.00
	Sgt./Patrol-Kish College	N	5135	FP10	1.00	80.00
	Sheriff	Y	0531	-	1.00	80.00
	TOTAL				49.00	
SHERIFF - COMMO (2670)	Communications	N	5110	FP6	20.00	1,600.00
	Lieutenant/Commo	Y	2540	SP1	1.00	80.00
	Sergeant/Communications	N	5105	FP8	5.00	400.00
	TOTAL				26.00	
SHERIFF - CORR (2680)	Corrections	N	5120	FP8	18.00	1,440.00
	Corrections (Part -Time)	N	2160	AS8	2.00	160.00
	Lieutenant/Corrections	Y	2542	SP1	1.00	80.00
	Sergeant/Corrections	N	5115	FP10	5.00	400.00
	TOTAL				26.00	
STATE'S ATTORNEY (2710)	Attorney - Level One	Y	2507	-	5.00	400.00
	Attorney - Level Two	Y	2508	-	6.00	480.00
	Attorney - Level Three	Y	2510	-	1.00	80.00
	Legal Secretary B	N	5551	AC7	7.00	490.00
	Operations Manager	Y	2531	LT13	1.00	75.00
	State's Attorney	Y	0541	-	1.00	80.00
	Victim/Witness Assistant	N	5589	AA7	1.00	70.00
	TOTAL				22.00	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	FLSA EXEMPT	CLASS NUMBER	HAY GRADE	# OF FUNDED POSITIONS	TOTAL BIWEEKLY HOURS
PUBLIC DEFENDER (2810)	Administrative Secretary	N	2135	CT8	1.00	80.00
	Attorney - Level One	Y	2507	-	3.00	240.00
	Attorney - Level Two	Y	2508	-	2.00	160.00
	Attorney - Level Three	Y	2510	-	1.00	80.00
	Investigator	Y	2534	-	1.00	80.00
	Law Clerk	N	2159	-	0.25	20.00
	Secretary B	N	2175	CT6	1.00	80.00
	TOTAL					9.25
COURT SERVICES (2910)	Administrative Clerk C	N	4280	CT6	1.00	75.00
	Comm. Restitution Services Coord.	N	6710	TP9	1.00	75.00
	Deputy Director	N	4110	CSA10	1.00	75.00
	Probation Officer - Adult	N	6720	TP9	5.00	375.00
	Probation Officer - Adult/Drug Court	N	6720	TP9	1.00	75.00
	Probation Officer - Juvenile	N	6730	TP9	4.00	300.00
	Probation Officer - Juv/Intensive	N	6730	TP9	2.00	150.00
	Secretary A	N	4270	CS4	1.00	75.00
	Supervisor - Juvenile	N	4125	CSA9	1.00	75.00
TOTAL					17.00	
FACILITIES MGMT (4810)	Facilities Manager	Y	1061	MA	1.00	80.00
	General Maintenance	N	5555	AL9A	2.00	160.00
	Maintenance II	N	5556	AL10B	3.00	240.00
	Maintenance III	N	5557	AL10A	1.00	80.00
	Maintenance Supervisor	N	5560	AL12	1.00	80.00
	Offset Printer	N	5574	AA4	1.00	80.00
	Secretary B	N	5583	AC6	1.00	80.00
	TOTAL					10.00
SUBTOTAL GENERAL FUND EMPLOYEES					241.71	
COURT SECURITY (2650)	Corrections Officer	N	5120	FP8	4.00	320.00
	Security Officer (Part -Time)	N	2550	-	1.00	80.00
	TOTAL				5.00	
HIGHWAY (3510)	Administrative Clerk C	N	5511	AC6	1.00	80.00
	Clerk/Typist	N	5531	AC3	0.50	40.00
	County Engineer	Y	1041	M3	1.00	80.00
	Engineering Manager	Y	2505	M2	1.00	80.00
	Engineering Technician II	N	5542	AL10B	1.00	80.00
	Engineering Technician III	N	5543	AL11	3.00	240.00
	Highway Maintainer	N	5305	-	9.00	720.00
	Maintenance	N	5310	-	1.00	80.00
	Maintenance Foreman	Y	2547	AS11	1.00	80.00
	Mechanic	N	5320	-	2.00	160.00
	Operations Manager	Y	2530	M2	1.00	80.00
	Permit/Inventory Tech III	N	5575	AL11	1.00	80.00
	Support Services Manager	Y	2555	M2	1.00	80.00
	Traffic Control Technician	N	5330	-	2.00	160.00
TOTAL					25.50	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>FLSA EXEMPT</u>	<u>CLASS NUMBER</u>	<u>HAY GRADE</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL BIWEEKLY HOURS</u>
PUBLIC HEALTH (3610)	Accounting Clerk A	N	5604	CT7A	3.00	225.00
	Administrative Clerk C	N	5608	CT6	2.00	150.00
	Administrator	Y	3501	M3	1.00	75.00
	Animal Control Officer	N	5612	LT7A	2.00	150.00
	Assistant Administrator	Y	3502	-	1.00	75.00
	Case Manager	N	5620	-	2.00	150.00
	Communicable Disease Coord.	Y	3524	AS9	1.00	75.00
	Dir. of Environmental Health	Y	3532	AS11	1.00	75.00
	Dir. of Health Education	Y	3536	AS10	1.00	75.00
	Director of Home Care	Y	3537	SP1	1.00	75.00
	Director of Office Support	Y	3539	-	1.00	75.00
	Dir. of Personal Health Services	Y	3540	-	1.00	75.00
	Family Planning Coordinator	Y	3544	AS10	1.00	75.00
	Director of Fiscal Operations	Y	3545	-	1.00	75.00
	Health Educator	N	5647	-	1.50	112.50
	Hearing & Vision Technician	N	5648	AS6	0.50	37.50
	HIV Prevention Specialist	N	5683	-	1.00	75.00
	HIV/STD Clinical Team Leader	Y	3548	-	1.00	75.00
	Home Care Administrative Asst.	N	5622	-	1.00	75.00
	Home Care Office Coordinator	Y	3549	-	1.00	75.00
	Insurance Case Mgmt. Coordinator	Y	3555	-	1.00	75.00
	Home Health - CNA	N	5656	AS4	3.00	225.00
	Home Health - RN	N	5657	-	12.00	900.00
	Licensed Env. Health Practitioner	N	5660	-	0.40	30.00
	LEHP in Training/Sanitarian	N	5688	-	2.00	150.00
	Nutritionist	N	5668	AS7	2.50	187.50
	Office Assistant B	N	5672	CT4	1.50	112.50
	Patient Care Coordinator	N	3560	-	1.00	75.00
	Pediatric Services Coordinator	Y	3581	-	1.00	75.00
	Program Development Coordinator	N	3585	-	1.00	75.00
	Public Health Associate	N	5682	-	1.00	75.00
	Public Health Nurse	N	5684	AS9	10.00	750.00
	Quality Improvement Assistant	N	5686	-	1.00	75.00
Secretary/Case Manager Assistant	N	5625	CT6	1.00	75.00	
Secretary/Clinic Aide	N	5626	CT6	1.00	75.00	
Secretary B	N	5693	CT6	11.00	825.00	
Senior Biller	N	5689	-	1.00	75.00	
WIC/FCM Program Coordinator	Y	3595	-	1.00	75.00	
WIC/FCM Team Leader	Y	3596	-	1.00	75.00	
	TOTAL				78.40	
SOLID WASTE PROGRAM (3650)	Licensed Env. Health Practitioner	N	5660	-	0.60	45.00
	TOTAL				0.60	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>FLSA EXEMPT</u>	<u>CLASS NUMBER</u>	<u>HAY GRADE</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL BIWEEKLY HOURS</u>
MENTAL HEALTH (3710)	Administrative Assistant	N	3715	-	1.00	80.00
	Administrator	Y	3701	AS11	1.00	80.00
	TOTAL				2.00	
COMMUNITY SERVICES (4410)	Case Manager	N	2152	CT8	0.50	40.00
	Community Services Director	Y	1021	MB	1.00	80.00
	Program Coordinator	N	2166	AS8	1.00	80.00
	Secretary B	N	2175	CT6	1.00	80.00
TOTAL					3.50	
VETERANS' ASSIST (4610)	Driver (Part - Time)	N	4662	CT5	1.00	80.00
	Executive Secretary	N	4661	CT9	1.00	80.00
	Service Officer	N	4663	AS9	2.00	160.00
	Superintendent	Y	4601	AS11	1.00	80.00
TOTAL					5.00	
DRUG COURT (5620)	Special Court Administrator	Y	2533	-	1.00	80.00
	TOTAL					1.00
COURT AUTOMATION (5340)	Deputy Clerk	N	2155	AS4	1.75	123.00
	TOTAL					1.75
CHILD SUPPORT (5350)	Deputy Clerk	N	2155	AS4	2.00	140.00
	TOTAL					2.00
MICROGRAPHICS (5520)	Office Assistant B	N	5568	AC4	2.00	140.00
	TOTAL					2.00
HISTORY ROOM (6530)	Assistant Historian	N	2535	-	0.30	24.00
	Historian	N	2533	-	0.30	24.00
	TOTAL					0.60
SUBTOTAL NON-REHAB & NURSING CENTER EMPLOYEES					369.06	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	FLSA EXEMPT	CLASS NUMBER	HAY GRADE	# OF FUNDED POSITIONS	TOTAL BIWEEKLY HOURS
NURSING-REHAB. (3840)	Rehab Nurse - RN	N	3165	AS9	1.00	77.50
	Restorative Aide	N	5969	NS4	4.00	310.00
	TOTAL				5.00	
NURSING-SOCIAL SERVICES (3860)	Director of Social Services	Y	3360	AS10	1.00	77.50
	Social Service Assistant	N	3182	AS8	2.00	155.00
	Social Srvc/Med Records Tech.	N	3183	-	1.00	77.50
TOTAL					4.00	
NURSING-PATIENT ACTIVITY (3870)	Activity Aide	N	5910	NS3	4.75	368.13
	Director of Activities	Y	3330	AS8	1.00	77.50
	TOTAL				5.75	
NURSING-DIETARY (3880)	Assistant Director of Dietary	N	3304	AS8	1.00	77.50
	Cook II	N	5918	NL9B	3.60	279.00
	Dietary Aide	N	5922	NL3	18.00	1,395.00
	Director of Dietary Services	Y	3335	AS10	1.00	77.50
	Lead Cook	N	5917	-	1.00	77.50
TOTAL					24.60	
NURSING-SPECIAL CARE (3930)	Activity Aide	N	5910	NS3	3.00	232.50
	Director of Special Care Unit	Y	3365	-	1.00	77.50
	Nurse's Assistant - CNA	N	5951	-	15.00	1,162.50
	Staff Nurse - LPN	N	5986	-	2.20	170.50
	Staff Nurse - RN	N	3187	-	1.50	116.25
TOTAL					22.70	
NURSING-NURSING (3950)	Asstistant Director of Nursing	Y	3310	SP1	1.00	77.50
	Care Plan Coordinator	N	3114	AS10	1.00	77.50
	Director of Nursing	Y	3350	SP3	1.00	77.50
	Inservice Education Instructor	N	3131	AS9	0.60	46.50
	Nurse's Assistant - CNA	N	5951	-	53.00	4,107.50
	Administrative Secretary	N	3150	-	1.00	77.50
	Quality of Care Manager	Y	3120	-	1.00	77.50
	RN Charge Nurse	N	3173	AS10	3.00	232.50
	RN House Supervisor	N	3174	AS11	3.00	232.50
	Schedule Coordinator	N	3175	-	1.00	77.50
	Staff Nurse - LPN	N	5986	-	3.90	302.25
	Staff Nurse - RN	N	3187	AS9	17.00	1,317.50
	Unit Assistant	N	5994	-	3.50	271.25
	Unit Clerk	N	5993	-	1.00	77.50
	Ward Secretary	N	5995	NC6	2.00	155.00
TOTAL					93.00	

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>FLSA EXEMPT</u>	<u>CLASS NUMBER</u>	<u>HAY GRADE</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL BIWEEKLY HOURS</u>
NURSING-ENV . SERVICES (3960)	Director of Environmental Services	Y	3315	LT8	1.00	77.50
	Housekeeping Aide	N	5930	NL3	9.00	697.50
	Laundry Worker I	N	5935	NL3	4.00	310.00
	Lead Housekeeper	N	3320	LT8	1.00	77.50
	TOTAL				15.00	
NURSING-MAINT. (3970)	Groundskeeper	N	3125	-	0.30	23.25
	Maintenance I	N	5939	NL8A	1.00	77.50
	Maintenance Supervisor	N	5946	LT12	1.00	77.50
TOTAL				2.30		
NURSING-ADMIN. (3980)	Accounting Clerk A	N	3105	CT7A	1.00	77.50
	Accounting Clerk B	N	3106	CT6	2.00	155.00
	Administrator	Y	3301	M4	1.00	80.00
	Business Manager	Y	3325	AS11	1.00	77.50
	Payroll Clerk	N	3155	CT6	1.00	77.50
	Receptionist	N	5963	NC4	2.00	155.00
TOTAL				8.00		
SUBTOTAL REHAB & NURSING CENTER EMPLOYEES					180.35	
GRAND TOTAL COUNTY EMPLOYEES					<u>549.41</u>	
FOREST PRESERVE (4210)	Park Manager	N	7106	-	1.00	80.00
	Park Manager/Part-time	N	7105	LT8C	1.50	120.00
	Maintenance/Part-time	N	7110	-	0.85	68.00
	Maintenance Supervisor	N	7115	LT12A	1.00	80.00
	Natural Resource Manager	N	7130	-	0.66	53.00
	Superintendent	Y	7101	M1	1.00	80.00
TOTAL				<u>6.01</u>		

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>FLSA EXEMPT</u>	<u>CLASS NUMBER</u>	<u>HAY GRADE</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL BIWEEKLY HOURS</u>
BOARDS & COMMISSIONS						
Board of Review			0301	-	3.00	-
County Board Chairperson			0101	-	1.00	-
County Board Vice-Chairperson			0102	-	1.00	-
County Board Standing Committee Chairperson			0103	-	8.00	-
County Board Member (including above chairperson positions)			0105	-	24.00	-
Farmland Assessment Review Committee			0302	-	4.00	-
Jury Commission			0304	-	3.00	-
Merit Commission			0305	-	3.00	-
Unfunded						
	Cartographer (Unfunded)	N	5520	AA8	1.00	80.00
	GIS Technician (Unfunded)	N	5553	AA8	1.00	80.00
	Corrections (Unfunded)	N	5120	FP8	2.00	160.00

NON-UNION HAY SALARY SYSTEM FOR DEKALB COUNTY GOVERNMENT - FY 2009

Hay Code	Basis Mid Points	2080	2080	2080	1820	1950	2015	Hourly	Hourly
		Hours Minimum	Hours Midpoint	Hours Maximum	Hours Minimum	Hours Minimum	Hours Minimum	Rate Minimum	Rate Maximum
M5	1180	69,048	86,310	110,926	60,417	64,733	66,890	33.20	53.33
M4	833	58,294	72,867	93,649	51,007	54,651	56,472	28.03	45.02
M3	700	54,172	67,715	87,027	47,401	50,786	52,479	26.04	41.84
M2	588	50,699	63,374	81,448	44,362	47,530	49,115	24.37	39.16
M1	494	47,786	59,733	76,769	41,813	44,799	46,293	22.97	36.91
MA	415	45,338	56,673	72,836	39,671	42,504	43,921	21.80	35.02
MB	349	43,294	54,117	69,551	37,882	40,588	41,941	20.81	33.44
SP3	700	54,172	67,715	87,027	47,401	50,786	52,479	26.04	41.84
SP2	588	50,699	63,374	81,448	44,362	47,530	49,115	24.37	39.16
SP1	494	47,786	59,733	76,769	41,813	44,799	46,293	22.97	36.91
AS11	415	47,960	58,133	73,156	41,965	44,963	46,461	23.06	35.17
AS10	349	41,815	50,685	63,783	36,588	39,202	40,508	20.10	30.66
AS9	293	36,603	44,367	55,833	32,028	34,315	35,459	17.60	26.84
AS8	246	32,228	39,064	49,159	28,200	30,214	31,221	15.49	23.63
AS7	207	28,597	34,663	43,621	25,022	26,810	27,703	13.75	20.97
AS6	174	25,526	30,940	38,936	22,335	23,931	24,728	12.27	18.72
AS5	146	21,941	26,595	33,468	19,198	20,570	21,255	10.55	16.09
AS4	122	20,686	25,074	31,554	18,100	19,393	20,040	9.95	15.17
AS3	103	18,916	22,929	28,854	16,552	17,734	18,325	9.09	13.87
CT9	262	31,715	38,443	48,378	27,751	29,733	30,724	15.25	23.26
CT8	207	27,671	33,540	42,208	24,212	25,942	26,806	13.30	20.29
CT7	182	25,832	31,311	39,403	22,603	24,218	25,025	12.42	18.94
CT6	146	23,184	28,102	35,364	20,286	21,735	22,460	11.15	17.00
CT5	122	21,420	25,964	32,674	18,743	20,081	20,751	10.30	15.71
CT4	102	19,949	24,181	30,430	17,455	18,702	19,326	9.59	14.63
CT3	86	18,772	22,754	28,634	16,426	17,599	18,185	9.03	13.77
LT13	293	43,387	52,590	66,181	37,964	40,675	42,031	20.86	31.82
LT12	246	35,992	43,627	54,901	31,493	33,743	34,867	17.30	26.39
LT11	207	35,648	43,210	54,377	31,192	33,420	34,534	17.14	26.14
LT10A	174	32,720	39,661	49,910	28,630	30,675	31,698	15.73	24.00
LT10B	174	29,467	35,718	44,948	25,784	27,625	28,546	14.17	21.61
LT9A	146	26,389	31,987	40,253	23,090	24,740	25,564	12.69	19.35
LT9B	146	21,825	26,455	33,292	19,097	20,461	21,143	10.49	16.01
LT8A	123	25,059	30,374	38,223	21,927	23,493	24,276	12.05	18.38
LT8B	123	17,466	21,171	26,642	15,283	16,374	16,920	8.40	12.81
LT7A	103	20,207	24,493	30,823	17,681	18,944	19,576	9.71	14.82
LT7B	103	18,313	22,197	27,933	16,024	17,168	17,741	8.80	13.43
LT6	86	16,939	20,532	25,838	14,822	15,880	16,410	8.14	12.42
LT5A	72	15,810	19,164	24,116	13,834	14,822	15,316	7.60	11.59
LT5B	72	15,090	18,291	23,018	13,204	14,147	14,618	7.25	11.07
LT4	61	17,437	21,136	26,598	15,257	16,347	16,892	8.38	12.79
LT3	51	16,638	20,167	25,379	14,558	15,598	16,118	8.00	12.20

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ELECTED OFFICIALS

<u>CLASS NUMBER</u>	<u>CLASSIFICATION</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
0101	County Board Chairperson	7,600	8,000	9,000	10,000	*	*
0102	County Board Vice-Chairperson	2,400	2,400	2,400	2,400	*	*
0103	Committee Chairperson (1)	100/month	100/month	110/month	115/month	*	*
0105	County Board Member	70/Diem	70/Diem	80/Diem	80/Diem	85/Diem	90/Diem
0501	Circuit Clerk (2) (4)	74,500	77,500	84,475	87,850	91,375	95,000
0511	County Clerk and Recorder (2) (4)	71,600	75,400	79,300	83,500	*	*
0521	Coroner - 1/2 (2) (4)	45,700	47,500	49,875	52,375	55,000	57,750
0531	Sheriff (2) (4)	102,100	107,500	113,200	119,200		
0541	State's Attorney (3)	154,987	160,412	166,508			
0551	Treasurer (2) (4)	71,600	75,400	79,300	83,500	*	*

*Salary must be set six months prior to the November 2010 election.

- (1) Each committee chairperson will earn \$110/month, regardless of whether or not the committee actually meets.
- (2) The Circuit Clerk, County Clerk, Sheriff, Treasurer, and Coroner each receive an additional \$6,500 annual stipend from the State.
- (3) The State's Attorney's salary is set by the State and is in effect for the State's fiscal year (July 1-June 30). The FY2009 salary took effect July 1, 2008.
- (4) 3% of displayed salary must be placed in an employer-sponsored deferred compensation program.

County Board:

There are 24 Board Members who are elected 2 each from 12 districts in the County. Every two years 12 are elected to serve for 4 year terms. The 24 members then elect from themselves one member to serve as County Board Chairman and one member to serve as County Board Vice-Chairman for two year terms. All 24 members serve on two of seven standing committees. The Chairman of each standing committee serves on the Executive Committee along with the Board Chairman and Vice-Chairman.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

EXEMPT PAY PLAN

1. Nine management positions are a part of this pay plan; however the County Administrator is not a part of the merit and bonus parts of the program:

<u>Class</u>	<u>Hay</u>	<u>Position Title</u>
1011	M1	Chief County Assessment Official
1021	MB	Community Services Director
1031	M5	County Administrator
1041	M3	County Engineer
1051	M3	Deputy County Administrator
1061	MA	Facilities Manager
1071	M2	Information Management Director
1091	M2	Planning Director
7101	M1	Forest Preserve Superintendent

2. Salary adjustments will include both a cost-of-living increase and a merit increase and both will be awarded as a combined amount as of the start of each fiscal year.
3. Salaries for new exempt employees will be set by the County Board at time of hiring; there is no minimum or maximum salary range.
4. The cost-of-living (COLA) component of the salary increase will be set by the County Board as part of the annual budget.
5. The merit review of the employee will be done annually prior to the start of a fiscal year. A merit review includes (a) the successful completion, as determined by the County Administrator, of a Professional Development component; this is a minimum of 40 hours to learn about and improve in the areas of staff management, financial management, policy facilitation/implementation, and service delivery, and (b) successful completion, as determined by the Oversight Committee, of the components of a Standard Work Plan which was previously approved by the Oversight Committee. If a merit increase is earned, the amount of the merit increase will be set by the County Board Executive Committee.
6. A lump sum bonus, not added to the salary base, may be earned by an exempt employee for exceptional performance. The amount, awarded by the Executive Committee, may be from zero to ten percent. The employee may choose to receive all or part of the award into the deferred compensation program.
7. A percentage of the salary base, as determined by years of service in an exempt position, is paid to an exempt employee for deposit into one of the County's deferred compensation programs, on a bi-weekly basis. The percentage breakdown is: 0 - 1 year of service = 0%; 1 through 7 years = 3%; 8 through 14 years = 4%; 15 years or more = 5%.
8. After one year in an exempt position, the employee may elect to participate in a disability insurance program at an employee cost of \$9.92/ month and an employer cost of \$30/month.
9. The Chief County Assessment Official may receive an annual stipend of \$3,000 from the state if the stipend requirements are met.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

MISCELLANEOUS APPOINTED OFFICIALS

<u>CLASS NUMBER</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>NUMBER OF EMPLOYEES</u>	<u>INDIVIDUAL SALARY</u>
0301	Board of Review	3.00	3.00	9,500
0302	Farmland Assessment Review	4.00	4.00	50.00/mtg
0304	Jury Commissioner	3.00	3.00	2,500
0305	Merit Commissioner	3.00	3.00	60.00/mtg

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

CLERICAL, LABOR, AND SERVICE

CLASS NUMBER	HAY CODE	CLASSIFICATION	AUTHORIZED POSITIONS	APPROVED SALARY RANGE		
				Beginning of Range	Maximum Hiring	Top of Range
2105	CT7A	Accounting Clerk A	1.00	14.25	15.67	21.92
2110	CT6	Accounting Clerk B	1.00	11.15	12.26	17.02
2115	-	Administrative Assistant	0.15			21.99
2120	CT8	Administrative Clerk A	0.00	13.30	14.63	20.30
2125	CT7B	Administrative Clerk B	1.00	12.41	13.65	18.95
2130	CT6	Administrative Clerk C	0.00	11.15	12.26	17.02
2133	-	Administrative Intern	0.56			13.98
2135	CT8	Administrative Secretary	1.00	13.30	14.63	20.30
2145	-	Baliff-Part Time	2.75	11.45	12.59	17.37
2150	CT7B	Benefits Coordinator	1.00	12.41	13.65	18.95
2152	CT8	Case Manager	0.50	13.32	14.65	20.37
2153	AS7	Chief Bailiff	1.00	13.75	15.13	20.99
2156	AS8	Compliance Officer	1.00	15.50	17.05	23.65
2160	-	Corrections (P/T)	2.00		(1)	
2154	CT9	County Board Coordinator	1.00	15.24	16.77	23.32
2155	AS4	Deputy Clerk	16.75	9.92	10.92	15.19
2161	CT9	Executive Secretary	1.00	15.24	16.77	23.26
2162	CT5	Intake Worker	0.00	10.29	11.32	15.74
2164	-	Judicial Interpreter	0.75		(2)	
2163	CT8	Judicial Secretary	1.00	13.30	14.63	20.30
2159	-	Law Clerk	0.65		(2)	
2169	LT4	Office Assistant	1.00	8.37	9.21	12.35
2165	CT9	Office Coordinator	1.00	15.24	16.77	23.32
2166	AS8	Program Coordinator	1.00	15.50	17.05	23.65
2167	-	Project Assistant - defined	0.85		(3)	
2168	-	Project Assistant	0.15		(3)	
2170	CT7B	Secretary A	0.15	12.41	13.65	18.95
2174	CT7B	Secretary A - Webmaster	1.00	12.41	13.65	18.95
2175	CT6	Secretary B	2.00	11.15	12.26	17.02
2185	AS8	Supervisor Deputy Clerk	4.00	15.50	17.05	23.65
2188	AS9	Tax Extension/Comp Spec	<u>1.00</u>	17.60	19.36	26.87
TOTAL			<u>46.26</u>			

(1) Salary set by the sheriff.

(2) Hourly rate set by the Judiciary.

(3) Represents multiple part-time positions with variable rates for various tasks; total salaries paid in 2009 cannot exceed \$20,000.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

ADMINISTRATIVE AND MID-MANAGEMENT

CLASS NUMBER	HAY CODE	CLASSIFICATION	AUTHORIZED POSITIONS	APPROVED SALARY RANGE		
				Beginning of Range	Maximum Hiring	Top of Range
2502	-	Accounting Supervisor	1.00	21.50	23.65	34.57
2570	-	Assistant ESDA Coordinator	0.10		(2)	2,600
2535	-	Assistant Historian	0.30		(2)	3,900
2506	-	Assistant Network Technician	2.00	18.20	20.03	29.28
2517	AS9	Building Inspector	0.60	17.60	19.36	26.87
2515	-	Chief Building Inspector	1.00	21.43	23.57	30.17
2521	-	Chief Deputy Coroner (Part-time)	0.25		(1)	
2522	SP3	Chief Deputy Sheriff	1.00	36.44	40.09	52.72
2523	-	Deputy Coroner (Part-time)	0.25		(1)	
2505	M2	Engineering Manager	1.00	23.48	25.83	39.19
2560	-	ESDA Coordinator	0.50		(2)	40,000
2524	AS9	Evidence Control Officer	0.50	17.60	19.36	26.87
2528	-	GIS Analyst	1.00	21.50	23.65	34.57
2529	AS11	GIS Manager	1.00	23.05	25.35	35.21
2533	-	Historian	0.30		(2)	6,500
2534	-	Investigator	1.00	17.64	19.41	26.49
2536	-	Jury Commission Clerk (3)	0.50	13.30	14.63	20.30
2537	LT13	Lead Assistant Network Tech.	1.00	20.87	22.96	31.84
2538	-	Lead Network Technician	1.00	23.63	25.99	36.47
2540	SP1	Lieutenant of Communications	1.00	37.58	41.33	60.43
2542	SP1	Lieutenant of Corrections	1.00	37.58	41.33	60.43
2545	SP1	Lieutenant of Patrol	1.00	37.58	41.33	60.43
2547	AS11	Maintenance Foreman - Hwy.	1.00	23.05	25.35	35.21
2548	-	Network Technician	2.00	21.50	23.65	34.57
2530	M2	Operations Manager - Hwy	1.00	23.48	25.83	39.19
2531	LT13	Operations Manager - SAO	1.00	20.86	22.95	31.84
2550	-	Security Officer (3)	1.00	12.26	13.48	18.72
2533	-	Special Court Administrator	1.00		(3)	
2555	M2	Support Services Manager	<u>1.00</u>	23.48	25.83	39.19
TOTAL			<u>25.30</u>			

(1) Part-time Deputy Coroners are budgeted at a total cost of \$40,000 with the distribution to each deputy done at the discretion of the coroner.

(2) Annual salary set by the County Board.

(3) Salary set in conjunction with the Judiciary.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

PROFESSIONAL LEGAL STAFF

<u>JOB CLASS</u>	<u>APPROVED SALARY RANGE</u>			<u>AUTHORIZED POSITIONS</u>	
	<u>Beginning of Range</u>	<u>Maximum Hiring*</u>	<u>Top of Range</u>	<u>State's Attorney</u>	<u>Public Defender</u>
2507 Attorney-Level One (1)	41,145	45,259	66,145	5.00	3.00
2508 Attorney-Level Two	54,858	60,344	88,193	6.00	2.00
2510 Attorney-Level Three (2)	68,574	75,431	95,545	1.00	1.00
2519 Conflict Attorney (3)			22,000	<u>0.00</u>	<u>1.00</u>
TOTALS				<u>12.00</u>	<u>7.00</u>

The number of authorized positions does not include the position of elected State's Attorney.

*Hiring levels are discretionary, within total budgeted funds.

(1) One Level One attorney in the Public Defender's Office is authorized to receive a \$4,000 stipend due to performing some Level Two duties.

(2) The Level Three attorney in the Public Defender's Office (the Public Defender) receives a salary that is 90% of the State's Attorney's salary.

(3) Four individuals fill this part-time position, each earning \$22,000.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

**CLERICAL, LABOR & SERVICE
REHAB & NURSING CENTER**

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE*</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
3105	CT7A	Accounting Clerk A	1.00	12.81	14.09	21.03
3106	CT6	Accounting Clerk B	2.00	9.80	10.78	15.96
3114	AS10	Care Plan Coordinator	1.00	19.74	21.71	31.55
3125	-	Groundskeeper	0.30	7.50	8.25	11.36
3131	AS9	Inservice Education Instructor	0.60	22.01	24.21	35.35
3150	-	Administrative Secretary	1.00	11.66	12.83	17.80
3155	CT6	Payroll Clerk	1.00	9.80	10.78	15.96
3120	-	Quality of Care Manager	1.00	22.01	24.21	35.35
3165	AS9	Rehabilitation Nurse - RN	1.00	20.33	22.36	31.55
3173	AS10	RN Charge Nurse	3.00	20.33	22.36	31.55
3174	AS11	RN House Supervisor	3.00	22.01	24.21	35.35
3175	-	Schedule Coordinator	1.00	11.66	12.83	17.80
3182	AS8	Social Service Assistant	2.00	13.63	14.99	22.22
3183	-	Social Srvc/Med Records Tech	1.00	10.53	11.58	15.64
3187	AS9	Staff Nurse - RN	<u>18.50</u>	19.25	21.18	27.52
		TOTAL	<u>37.40</u>			

*No changes to the salary ranges for 2009 had been approved at the time of printing.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

**ADMINISTRATIVE AND MID-MANAGEMENT
REHAB & NURSING CENTER**

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE*</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
3301	M4	Administrator	1.00		(1)	
3304	AS8	Assistant Director of Dietary Services	1.00	13.63	14.99	22.21
3310	SP1	Assistant Director of Nursing	1.00	20.81	22.89	35.19
3315	AS8	Director of Environmental Services	1.00	13.66	15.03	22.30
3325	AS11	Business Manager	1.00	20.29	22.32	33.05
3330	AS8	Director of Activities	1.00	13.63	14.99	22.21
3335	AS10	Director of Dietary Services	1.00	17.70	19.47	28.81
3350	SP3	Director of Nursing	1.00	22.93	25.22	39.36
3360	AS10	Director of Social Services	1.00	17.70	19.47	28.81
3365	-	Director of Special Care Unit	1.00	25.29	27.82	36.60
3320	LT8	Lead Housekeeper	<u>1.00</u>	8.27	9.10	13.48
		TOTAL	<u>11.00</u>			

(1) Employee's contract is negotiated with the Rehab and Nursing Center Governing Board.

The Nursing Home Manager is an out-sourced contract.

*No changes to the salary ranges for 2009 had been approved at the time of printing.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

PUBLIC HEALTH DEPARTMENT

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
3501	M3	Administrator	1.00		(1)	
3502	-	Assistant Administrator	1.00	31.33	34.47	50.26
3524	AS9	Communicable Disease Coord.	1.00	22.43	24.67	35.98
3532	AS11	Director of Environmental Health	1.00	22.07	24.28	34.27
3536	AS10	Director of Health Education	1.00	20.42	22.46	31.71
3537	SP1	Director of Home Care	1.00	29.85	32.83	47.87
3539	-	Director of Office Support	1.00	18.31	20.14	28.42
3540	-	Director of Personal Health Svcs.	1.00	29.85	32.83	47.87
3544	AS10	Family Planning Coordinator	1.00	22.43	24.67	35.98
3545	-	Director of Fiscal Operations	1.00	17.26	18.99	26.80
3548	-	HIV/STD Clinical Team Leader	1.00	17.34	19.07	27.76
3549	-	Home Care Office Coordinator	1.00	14.24	15.66	22.10
3555	-	Insurance Case Mgmt. Coord.	1.00	22.76	25.03	35.32
3560	-	Patient Care Coordinator	1.00	25.05	27.56	40.17
3581	-	Pediatric Services Coordinator	1.00	22.43	24.67	35.98
3585	-	Program Development Coord.	1.00	23.56	25.91	37.77
3595	-	WIC/FCM Program Coordinator	1.00	22.43	24.67	35.98
3596	-	WIC/FCM Team Leader	<u>1.00</u>	20.76	22.83	33.28
TOTAL			<u>18.00</u>			

(1) Administrator's salary is set by the Board of Health.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

MENTAL HEALTH

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE*</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
3701	AS11	Administrator	1.00	21.82	24.00	31.68
3715	-	Administrative Assistant	<u>1.00</u>	16.34	17.97	24.98
		TOTAL	<u>2.00</u>			

*Salaries are set by the Mental Health Board, using these ranges as a guideline.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

NONUNION COURT SERVICES

MANAGEMENT

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
4110	CSA10	Deputy Director*	1.00	48,460	53,306	72,918
4125	CSA9	Supervisor - Juvenile *	<u>1.00</u>	43,251	47,576	64,876
TOTAL			<u>2.00</u>			

CLERICAL

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
4280	CT6	Admin. Clerk C	1.00	11.15	12.26	17.02
4270	CS4	Secretary A	<u>1.00</u>	12.25	13.47	19.65
TOTAL			<u>2.00</u>			

*Salaries are set by the Sixteenth Judicial Circuit. Salaries for 2009 were not available at the time of printing.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

VETERANS' ASSISTANCE COMMISSION

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
4662	CT5	Driver	1.00	10.29	11.32	15.74
4661	CT9	Executive Secretary	1.00	14.74	16.21	22.50
4663	AS9	Service Officer	2.00	17.60	19.35	26.87
4601	AS11	Superintendent	<u>1.00</u>	21.63	23.80	31.87
		TOTAL	<u>5.00</u>			

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

MAP UNION

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>
5105	FP8	Communications Sergeant	5.00
5110	FP6	Communications	20.00
5115	FP10	Corrections Sergeant	5.00
5120	FP8	Corrections - Detention Center	18.00
5120	FP8	Corrections - Courthouse Security	4.00
5125	FP11	Detective Sergeant	1.00
5130	FP8	Detective	7.00
5135	FP10	Patrol Sergeant	5.00
5140	FP8	Patrol	<u>27.00</u>
TOTAL			<u>92.00</u>

	<u>COMMUNICATIONS</u>	<u>CORRECTIONS</u>	<u>DETECTIVE</u>	<u>PATROL</u>
DEPUTY				
After Years Completed	0	0.00	21.30	21.30
(as of December 1	1	17.36	23.02	23.02
or June 1)	2	18.66	24.71	24.71
	3	19.95	26.37	26.37
	4	21.27	28.10	28.10
	5	22.54	29.85	29.85
	6	23.56	-----	-----
	7	24.61	-----	-----
	8	25.54	-----	-----
SERGEANT	0	27.65	32.27	32.27
After Years Completed	1	28.49	33.27	33.27
(as of December 1	2	29.29	34.22	34.22
or June 1)				

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

OPERATING ENGINEERS UNION

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED RATE</u>
5305	-	Highway Maintainer	9.00	25.07
5310	-	Maintenance-Highway	1.00	20.09
5330	-	Mechanic	2.00	25.57
5330	-	Traffic Control Technician	<u>2.00</u>	25.57
		TOTAL	<u>14.00</u>	

Employees receive 80% of the beginning salary for the first 12 months of employment, 90% for the second 12 months, and 100% at the beginning of the third year.

DEKALB COUNTY GOVERNMENT
FY 2009 BUDGET
AFSCME UNION
SYCAMORE & HIGHWAY CAMPUSES

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>
5505	AC7A	Accounting Clerk A	2.00
5506	AC6	Accounting Clerk B	0.00
5507	AC7A	Administrative Assistant	1.00
5509	AC8	Administrative Clerk A	1.00
5510	AC7	Administrative Clerk B	2.00
5511	AC6	Administrative Clerk C	6.00
5515	AC8	Administrative Secretary	2.00
5519	AA9	Assistant Planner	1.00
5523	AA9	Chief Deputy of Assessments	1.00
5524	AA8	Chief Deputy of Elections	1.00
5527	AA9	Chief Deputy Recorder	1.00
5530	AA9	Chief Deputy Treasurer	1.00
5531	AC3	Clerk/Typist	0.50
5580	AA8	Code Enforcement Tech.	1.00
5542	AL10B	Engineering Technician II	1.00
5543	AL11	Engineering Technician III	3.00
5555	AL9A	General Maintenance	2.00
5551	AC7	Legal Secretary B	7.00
5556	AL10B	Maintenance II	3.00
5557	AL10A	Maintenance III	1.00
5560	AL12	Maintenance Supervisor	1.00
5563	AA7	Mapper - Appraiser I	1.00
5564	AA8	Mapper - Appraiser II	1.00
5567	AC5	Office Assistant A	3.00
5568	AC4	Office Assistant B	5.00
5571	AC9	Office Coordinator	0.00
5574	AA4	Offset Printer	1.00
5575	AL11	Permit & Inventory Tech III	1.00
5583	AC6	Secretary B	4.50
5589	AA7	Victim/Witness Assistant	<u>1.00</u>
TOTAL			<u>56.00</u>

12-01-2007 DEKALB COUNTY GOVERNMENT / FY 2009 BUDGET / AFSCME STEP PLAN (Under Negotiation)

Hay Code	Basis Mid Points	Start	1	2	Maximum										
					Hiring	3	4	5	6	7	8	9	10	11	12
AA11	416	22.57	23.25	23.95	24.67	25.41	26.17	26.96	27.77	28.60	29.46	30.34	31.25	32.19	33.35
AA10	349	19.64	20.23	20.84	21.47	22.11	22.77	23.45	24.15	24.87	25.62	26.39	27.18	28.00	29.01
AA9	293	17.20	17.72	18.25	18.80	19.36	19.94	20.54	21.16	21.79	22.44	23.11	23.80	24.51	25.39
AA8	246	15.12	15.57	16.04	16.52	17.02	17.53	18.06	18.60	19.16	19.73	20.32	20.93	21.56	22.34
AA7	207	13.44	13.84	14.26	14.69	15.13	15.58	16.05	16.53	17.03	17.54	18.07	18.61	19.17	19.86
AA6	174	11.98	12.34	12.71	13.09	13.48	13.88	14.30	14.73	15.17	15.63	16.10	16.58	17.08	17.69
AA5	146	10.76	11.08	11.41	11.75	12.10	12.46	12.83	13.21	13.61	14.02	14.44	14.87	15.32	15.87
AA4	122	9.69	9.98	10.28	10.59	10.91	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.33
AA3	103	8.89	9.16	9.43	9.71	10.00	10.30	10.61	10.93	11.26	11.60	11.95	12.31	12.68	13.14
AC9	246	14.32	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.41	21.14
AC8	207	12.96	13.35	13.75	14.16	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.13
AC7A	174	13.54	13.95	14.37	14.80	15.24	15.70	16.17	16.66	17.16	17.67	18.20	18.75	19.31	20.01
AC7	174	11.83	12.18	12.55	12.93	13.32	13.72	14.13	14.55	14.99	15.44	15.90	16.38	16.87	17.48
AC6	146	10.89	11.22	11.56	11.91	12.27	12.64	13.02	13.41	13.81	14.22	14.65	15.09	15.54	16.10
AC5	122	10.05	10.35	10.66	10.98	11.31	11.65	12.00	12.36	12.73	13.11	13.50	13.91	14.33	14.85
AC4	103	9.40	9.68	9.97	10.27	10.58	10.90	11.23	11.57	11.92	12.28	12.65	13.03	13.42	13.90
AC3	86	8.82	9.08	9.35	9.63	9.92	10.22	10.53	10.85	11.18	11.52	11.87	12.23	12.60	13.05
AL13	293	19.74	20.33	20.94	21.57	22.22	22.89	23.58	24.29	25.02	25.77	26.54	27.34	28.16	29.17
AL12	246	16.91	17.42	17.94	18.48	19.03	19.60	20.19	20.80	21.42	22.06	22.72	23.40	24.10	24.97
AL11	207	16.75	17.25	17.77	18.30	18.85	19.42	20.00	20.60	21.22	21.86	22.52	23.20	23.90	24.76
AL10A	174	15.38	15.84	16.32	16.81	17.31	17.83	18.36	18.91	19.48	20.06	20.66	21.28	21.92	22.71
AL10B	174	13.84	14.26	14.69	15.13	15.58	16.05	16.53	17.03	17.54	18.07	18.61	19.17	19.75	20.46
AL9A	146	12.41	12.78	13.16	13.55	13.96	14.38	14.81	15.25	15.71	16.18	16.67	17.17	17.69	18.33
AL9B	146	10.25	10.56	10.88	11.21	11.55	11.90	12.26	12.63	13.01	13.40	13.80	14.21	14.64	15.17
AL8A	123	11.75	12.10	12.46	12.83	13.21	13.61	14.02	14.44	14.87	15.32	15.78	16.25	16.74	17.34
AL8B	123	8.19	8.44	8.69	8.95	9.22	9.50	9.79	10.08	10.38	10.69	11.01	11.34	11.68	12.10
AL7A	103	9.47	9.75	10.04	10.34	10.65	10.97	11.30	11.64	11.99	12.35	12.72	13.10	13.49	13.98
AL7B	103	8.60	8.86	9.13	9.40	9.68	9.97	10.27	10.58	10.90	11.23	11.57	11.92	12.28	12.72
AL6	86	7.94	8.18	8.43	8.68	8.94	9.21	9.49	9.77	10.06	10.36	10.67	10.99	11.32	11.73
AL5A	72	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.13	9.40	9.68	9.97	10.27	10.58	10.96
AL5B	72	7.07	7.28	7.50	7.73	7.96	8.20	8.45	8.70	8.96	9.23	9.51	9.80	10.09	10.45
AL4	61	8.18	8.43	8.68	8.94	9.21	9.49	9.77	10.06	10.36	10.67	10.99	11.32	11.66	12.08
AL3	51	7.82	8.05	8.29	8.54	8.80	9.06	9.33	9.61	9.90	10.20	10.51	10.83	11.15	11.55

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

AFSCME UNION - PUBLIC HEALTH DEPARTMENT

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
5604	CT7A	Accounting Clerk A	3.00	14.39	15.83	21.90
5608	CT6	Administrative Clerk C	2.00	11.25	12.38	17.12
5612	LT7A	Animal Control Officer	2.00	13.09	14.40	19.93
5620	-	Case Manager	2.00	13.45	14.79	20.48
5647	-	Health Educator	1.50	16.96	18.66	25.81
5648	AS6	Hearing & Vision Technician	0.50	12.24	13.46	18.63
5683	-	HIV Prevention Specialist	1.00	15.72	17.29	23.92
5622	-	Home Care Administrative Asst	1.00	14.39	15.83	21.90
5656	AS4	Home Health - CNA	3.00	10.39	11.43	15.83
5657	-	Home Health - RN	12.00	21.18	23.30	33.31
5660	-	Licensed Env Hlth Practitioner	1.00	18.55	20.40	26.83
5668	AS7	Nutritionist	2.50	16.96	18.66	25.81
5672	CT4	Office Assistant B	1.50	9.96	10.95	15.16
5682	-	Public Health Associate	1.00	13.91	15.30	21.17
5684	AS9	Public Health Nurse	10.00	19.28	21.21	30.33
5686	-	Quality Improvement Assistant	1.00	14.39	15.83	21.90
5688	AS8	LEHP in Training/Sanitarian	2.00	17.19	18.91	26.18
5625	CT6	Secretary/Case Manager Asst	1.00	11.25	12.38	17.12
5626	CT6	Secretary/Clinic Aide	1.00	11.25	12.38	17.12
5693	CT6	Secretary B	11.00	11.25	12.38	17.12
5689	-	Senior Biller	<u>1.00</u>	14.38	15.81	20.93
TOTAL			<u>61.00</u>			

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

AFSCME UNION - REHAB & NURSING CENTER

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE*</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
5910	NS3	Activity Aide	7.75	8.30	9.13	12.59
5917	-	Lead Cook	1.00	10.88	11.97	15.72
5918	NL9B	Cook II	3.60	9.43	10.37	14.41
5922	NL3	Dietary Aide	18.00	7.75	8.53	11.30
5930	NL3	Housekeeping Aide	9.00	7.75	8.53	11.30
5935	NL3	Laundry Worker I	4.00	7.75	8.53	11.30
5939	NL8	Maintenance I	1.00	10.70	11.77	16.44
5946	LT12	Maintenance Supervisor	1.00	15.51	17.06	24.48
5951	-	Nurse's Assistant - CNA	68.00	11.23	12.35	15.78
5963	NC4	Receptionist	2.00	8.91	9.80	13.61
5969	NS4	Restorative Aide	4.00	11.44	12.58	16.29
5986	-	Staff Nurse - LPN	6.10	16.97	18.67	22.82
5993	-	Unit Clerk	1.00	11.17	12.29	14.62
5994	-	Unit Assistant	3.50	8.68	9.55	12.85
5995	NC6	Ward Secretary	<u>2.00</u>	12.04	13.24	16.87
TOTAL			<u>131.95</u>			

***This contract was under negotiation at the time of printing.**

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

TEAMSTERS UNION

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>POSITIONS</u>
6710	TP9	Comm. Restitution Service Coord.	1.00
6720	TP9	Probation Officer - Adult	6.00
6730	TP9	Probation Officer - Juvenile	<u>6.00</u>
		TOTAL	<u>13.00</u>

The following step plan is in effect from 12/01/2005 through 11/30/2008.

		<u>Annual Salary</u>	<u>Hourly Rate*</u>
Hiring Rate		31,500.00	16.15
6 Month Rate		32,221.75	16.52
After Years Completed	1	33,704.76	17.28
(as of December 1)	2	35,256.02	18.08
	3	36,878.68	18.91
	4	38,576.03	19.78
	5	40,351.49	20.69
	6	42,208.68	21.65
	7	44,151.33	22.64
	8	46,183.40	23.68
	9	48,309.00	24.77

*Hourly rate is based on 7.5 hours/day; 1,950 hours/year.

This contract was under negotiation at the time of printing.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

FOREST PRESERVE

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
7105	LT8C	Park Manager-Part Time	1.50	9.71	10.68	13.46
7106	-	Park Manager	1.00	14.53	15.98	22.56
7130	-	Natural Resource Manager	0.66		20.00	
7110	-	Maintenance - Part Time	0.85	7.32	8.05	12.21
7115	LT12A	Maintenance Supervisor	1.00	17.70	19.47	27.93
7120	-	Secretary - Financial Support *	0.00		67.77	monthly
7120	-	Secretary - Office*	0.00		11.44	hourly
7120	-	Secretary - Office*	0.00		56.93	monthly
7125		Secretary - Parks* (telephone reimbursement for prk mgrs phone)	<u>0.00</u>		25.00	monthly
TOTAL			<u>5.01</u>			

The Forest Preserve Superintendent appears on the exempt schedule.

*Rates set by the Forest Preserve Superintendent.

Full-time Forest Preserve employees are on the same pay and longevity plan as other non-union county employees.

Part-time Forest Preserve employees receive the same annual COLA adjustment as other non-union county employees, but their merit increase is 0-4%. They are not on a longevity plan.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

TEMPORARY EMPLOYEES

1. Hourly rates for temporary employees and students are at the discretion of the department heads as long as they stay within their approved salary budget.
2. Temporary employees and students are not eligible for holiday pay, PHO accruals, or any other benefits.
3. Base pay for election judges will be \$90.00 per election, with an additional \$40.00 paid to those who have attended the training course.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

NONUNION LONGEVITY PLAN

Hired Before Jan. 1st	Full Years of Service	Pay Period Amount	Annual Amount
-----	-----	-----	-----
2008	0	0.00	0.00
2007	1	0.00	0.00
2006	2	0.00	0.00
2005	3	0.00	0.00
2004	4	0.00	0.00
2003	5	14.00	364.00
2002	6	17.00	442.00
2001	7	19.00	494.00
2000	8	22.00	572.00
1999	9	24.00	624.00
1998	10	27.00	702.00
1997	11	40.00	1,040.00
1996	12	44.00	1,144.00
1995	13	47.00	1,222.00
1994	14	51.00	1,326.00
1993	15	54.00	1,404.00
1992	16	58.00	1,508.00
1991	17	61.00	1,586.00
1990	18	65.00	1,690.00
1989	19	68.00	1,768.00
1988	20	72.00	1,872.00
1987	21	95.00	2,470.00
1986	22	99.00	2,574.00
1985	23	102.00	2,652.00
1984	24	106.00	2,756.00
1983	25	109.00	2,834.00
1982	26	123.00	3,198.00
1981	27	126.00	3,276.00
1980	28	130.00	3,380.00
1979	29	133.00	3,458.00
1978	30 or more	137.00	3,562.00

This program is for non-union employees who are not in departments with separate governing boards (unless specifically adopted by the appropriate board). Employees of elected officials will qualify if the elected official has chosen to implement the program.

If an employee works the required hours in an insurance eligible position, 100% of longevity is paid; if 20 hours or less are worked in a pay period, no longevity is paid; otherwise 50% is paid.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

**AFSCME UNION LONGEVITY PLAN
SYCAMORE & HIGHWAY CAMPUSES**

<u>Hired Before June 1st</u>	<u>Full Years of Service</u>	<u>Pay Period Amount</u>	<u>Monthly Amount</u>	<u>Annual Amount</u>
2009	0	0.00	0.00	0.00
2008	1	0.00	0.00	0.00
2007	2	0.00	0.00	0.00
2006	3	0.00	0.00	0.00
2005	4	11.54	25.00	300.00
2004	5	13.85	30.00	360.00
2003	6	16.16	35.00	420.00
2002	7	18.47	40.00	480.00
2001	8	20.77	45.00	540.00
2000	9	23.08	50.00	600.00
1999	10	25.39	55.00	660.00
1998	11	27.70	60.00	720.00
1997	12	30.00	65.00	780.00
1996	13	32.31	70.00	840.00
1995	14	34.62	75.00	900.00
1994	15	36.93	80.00	960.00
1993	16	39.24	85.00	1,020.00
1992	17	41.54	90.00	1,080.00
1991	18	43.85	95.00	1,140.00
1990	19	46.16	100.00	1,200.00
1989	20	48.47	105.00	1,260.00
1988	21	50.77	110.00	1,320.00
1987	22	53.08	115.00	1,380.00
1986	23	55.39	120.00	1,440.00
1985	24	57.70	125.00	1,500.00
1984	25	60.00	130.00	1,560.00
1983	26	62.31	135.00	1,620.00
1982	27	64.62	140.00	1,680.00
1981	28	66.93	145.00	1,740.00
1980	29	69.24	150.00	1,800.00
1979	30	71.54	155.00	1,860.00
1978	31	73.85	160.00	1,920.00
1977	32	76.16	165.00	1,980.00
1976	33	78.47	170.00	2,040.00
1975	34	80.77	175.00	2,100.00
1974	35 or more	83.08	180.00	2,160.00

Pay period amounts reflect 26 pay periods per year.

This contract was under negotiation at the time of printing.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

MAP UNION LONGEVITY PLAN

<u>Hired Before Dec. 1st</u>	<u>Full Years of Service</u>	<u>Pay Period Amount</u>	<u>Monthly Amount</u>	<u>Annual Amount</u>
2008	0	0.00	0.00	0.00
2007	1	0.00	0.00	0.00
2006	2	0.00	0.00	0.00
2005	3	0.00	0.00	0.00
2004	4	0.00	0.00	0.00
2003	5	0.00	0.00	0.00
2002	6	0.00	0.00	0.00
2001	7	0.00	0.00	0.00
2000	8	25.39	55.00	660.00
1999	9	30.00	65.00	780.00
1998	10	34.62	75.00	900.00
1997	11	39.24	85.00	1,020.00
1996	12	43.85	95.00	1,140.00
1995	13	48.47	105.00	1,260.00
1994	14	53.08	115.00	1,380.00
1993	15	57.70	125.00	1,500.00
1992	16	62.31	135.00	1,620.00
1991	17	66.93	145.00	1,740.00
1990	18	71.54	155.00	1,860.00
1989	19	76.16	165.00	1,980.00
1988	20	80.77	175.00	2,100.00
1987	21	85.39	185.00	2,220.00
1986	22	90.00	195.00	2,340.00
1985	23	94.62	205.00	2,460.00
1984	24	99.24	215.00	2,580.00
1983	25 or more	103.85	225.00	2,700.00

For purposes of calculating longevity only, "full years of service" is defined as the number of entire years the employee has worked full time in a merited deputy position in the DeKalb County Sheriff's Office.

Pay period amounts reflect 26 pay periods per year.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

PAID HOURS OFF PROGRAM

(to be used for vacation, sick days, & holidays)

		<u>Accrual Rate*</u>	<u>Equivalent Days Off</u>	<u>Maximum Accrual</u>	<u>Maximum Emergency Accrual</u>	<u>Maximum Paid at Termination</u>
A. All Groups, except C, D and E Hired After 11/30/2005	0.5-4	0.1077	28.0	60 days	15 days	60 days
	5-8	0.1270	33.0	60 days	15 days	60 days
	9-14	0.1443	37.5	60 days	15 days	60 days
	15+	0.1616	42.0	60 days	15 days	60 days
B. All Groups, except C, D and E Hired Before 12/01/2005	0.5-4	0.1270	33.0	60 days	15 days	60 days
	5-14	0.1443	37.5	60 days	15 days	60 days
	15+	0.1616	42.0	60 days	15 days	60 days
C. Nursing Home - all	0.5-2	0.0885	23.0	465 hrs	N/A	465 hrs
	3-7	0.1077	28.0	465 hrs	N/A	465 hrs
	8-15	0.1270	33.0	465 hrs	N/A	465 hrs
	16+	0.1443	37.5	465 hrs	N/A	465 hrs
D. AFSCME Union (Non-Nursing Home)	0.5-4	0.1270	33.0	60 days	15 days	60 days
	5-14	0.1443	37.5	60 days	15 days	60 days
	15+	0.1616	42.0	60 days	15 days	60 days
E. MAP Union	0.5-4	0.1120	29.0	600 hrs	N/A	600 hrs
	5-14	0.1290	33.5	600 hrs	N/A	600 hrs
	15+	0.1460	38.0	600 hrs	N/A	600 hrs

*PHO's are accrued on non-overtime hours paid (comp time may be either overtime or non-overtime).

Part-time employees in Group A will be eligible to earn PHO's only if their position is budgeted at 50% or more of the position's full-time hours per week.

Non-union employees with five or more years of service (as of each September 30) are eligible to buy-down any PHO hours in excess of 200. This option is available annually in September to employees whose PHO's are tracked by the Finance Office.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

HOLIDAY SCHEDULES

	All Groups				
	Except Those	Health		Nursing	Mental
	at Right	Dept	MAP	Home	Health
New Year's Day	X	X	X	X	X
Martin Luther King, Jr. Day	X	X			X
Lincoln's Birthday	X	floating			X
President's Day		X	X		
Washington's Birthday	X				X
Spring Holiday/Good Friday	X	1/2	X		X
Easter			X	X	
Memorial Day	X	X	X	X	X
Independence Day	X	X	X	X	X
Labor Day	X	X	X	X	X
Columbus Day	X	X	X		X
Veterans' Day	X	X	X		X
Thanksgiving Day	X	X	X	X	X
Day after Thanksgiving	X	X	X	X	
Christmas Eve	X	1/2	X	X	1/2
Christmas Day	X	X	X	X	X
New Year's Eve Day		1/2	X		
Total Holidays in 2009	14.00	13.50	14.00	9.00	12.50
Total Holidays in 2008	14.00	13.50	14.00	9.00	12.50
Total Holidays in 2007	14.00	13.50	14.00	9.00	9.00
Total Holidays in 2006	14.00	12.50	14.00	9.00	9.00
Total Holidays in 2005	12.00	12.50	12.00	9.00	9.00
Total Holidays in 2004	14.00	13.50	14.00	9.00	9.00
Total Holidays in 2003	14.00	13.50	14.00	9.00	9.00
Total Holidays in 2002	14.50	13.50	14.00	9.00	9.00
Total Holidays in 2001	14.00	13.50	14.00	9.00	9.00
Total Holidays in 2000	14.00	12.50	14.00	9.00	9.00

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

MISCELLANEOUS INFORMATION

1. IMRF HOURLY STANDARD

Prior to December 1, 1993 employees working 600 hours or more per year were eligible for IMRF. On December 1, 1993 the hourly standard changed to 1,000 hours or more per year.

2. COBRA ADMINISTRATIVE FEE

A 2% administrative fee for processing COBRA insurance premiums was approved by the County Board effective March 1, 1987.

3. EARLY RETIREMENT INCENTIVE

The County Board voted to offer the Early Retirement Incentive program through IMRF effective from March 1, 1996 through February 28, 1997.

4. NONUNION LONGEVITY PLAN

The nonunion longevity plan was adopted November 17, 1999; and amended on January 1, 2008 and January 1, 2009.

5. UNEMPLOYMENT BENEFITS

The county began self-insuring for unemployment benefits on January 1, 2006. (This does not apply to the Forest Preserve.)

6. SLEP EMPLOYEE RATE

The SLEP employee rate changed from 6.5% to 7.5% on June 1, 2006.

7. IMRF/FLEX RESOLUTION

The resolution to make flexible spending deductions subject to IMRF/SLEP was effective January 1, 2007.

8. PUBLIC DEFENDER SALARY

The resolution setting the Public Defender's salary at 90% of the State's Attorney's salary was passed by the County Board on March 21, 2007.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

**MISCELLANEOUS INFORMATION
(continued)**

9. FISCAL YEAR CHANGE

The fiscal year was changed to be a calendar year with the FY2008 budget effective January 1, 2008.

10. PHO BUY-DOWN

Effective with the FY2008 budget, the nonunion PHO program was amended to offer the option of buying down PHO hours over 200 to employees with five or more years of service whose PHO's are tracked by the Finance Office.

11. DEPARTMENT ADJUSTMENT

Effective with FY2008 (01/01/2008) Facilities Management Office became a part of the General Fund.

12. MINIMUM WAGE

- A. The federal minimum wage was \$5.85/hour, effective July 24, 2007. It was raised to \$6.55/hour on July 24, 2008 and will increase to \$7.25/hour on July 24, 2009.
- B. The state minimum wage was \$7.50/hour, effective July 1, 2007. It was raised to \$7.75/hour on July 1, 2008; will increase to \$8.00/hour on July 1, 2009; and to \$8.25/hour on July 1, 2010.
- C. When the federal and state minimum wage differ, the higher rate is used.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

NONUNION SALARY INCREASE HISTORY

<u>YEAR</u>	<u>COLA</u>	<u>MERIT</u>
FY 2009	2.00%	0-2%
FY 2008	2.50%	0-1.5%
FY 2007	3.40%	0-2%
FY 2006	3.30%	0-2%
FY 2005	1.90%	0-2%
FY 2004	2.40%	0-2%
FY 2003	1.60%	1.40%
FY 2002	3.40%	0-2%
FY 2001	2.70%	0-3%
FY 2000	1.60%	0-3%
FY 1999	2.00%	0-3%
FY 1998	2.20%	0-3%
FY 1997	3.00%	0-3%
FY 1996	3.00%	0-3%
FY 1995	3.00%	0-3%

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

RETIREMENT FUNDING HISTORY

IMRF/SLEP EMPLOYER RATE HISTORY

<u>CALENDAR YEAR</u>	<u>IMRF DEPT W/H RATE</u>	<u>IMRF CONTRIB RATE</u>	<u>SLEP</u>	<u>FOREST PRESERVE</u>
2009	8.50%	8.65%	18.17%	13.28%
2008	8.00%	8.59%	17.81%	12.94%
2007	7.50%	8.79%	17.44%	12.52%
2006	7.00%	9.40%	16.89%	14.73%
2005	6.50%	8.43%	16.52%	12.50%
2004	6.00%	.95%	14.54%	11.98%
2003	6.00%	.91%	12.94%	9.44%
2002	6.00%	6.00%	13.13%	8.87%
2001	6.00%	6.00%	14.95%	9.00%
2000	6.84%	6.84%	13.93%	9.27%
1995	8.97%	8.97%	11.93%	9.96%
1990	8.95%	8.95%	11.73%	11.04%

FICA/MEDICARE EMPLOYER RATE HISTORY

<u>CALENDAR YEAR</u>	<u>FICA RATE</u>	<u>FICA SALARY</u>	<u>MEDICARE RATE</u>	<u>MEDICARE SALARY</u>
2009	6.2%	106,800	1.45%	no limit
2008	6.2%	102,000	1.45%	no limit
2007	6.2%	97,500	1.45%	no limit
2006	6.2%	94,200	1.45%	no limit
2005	6.2%	90,000	1.45%	no limit
2004	6.2%	87,900	1.45%	no limit
2003	6.2%	87,000	1.45%	no limit
2002	6.2%	84,900	1.45%	no limit
2001	6.2%	80,400	1.45%	no limit
2000	6.2%	76,200	1.45%	no limit
1995	6.2%	61,200	1.45%	no limit
1990	6.2%	50,400	1.45%	N/A

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

EARNINGS STATISTICS

Calendar Year	Gross Earnings	FICA Earnings	Medicare Earnings	Fed/State Earnings	IMRF Earnings	SLEP Earnings
<u>2007</u>						
County	23,260,027	21,987,667	22,126,712	20,441,360	16,349,624	5,579,531
Forest Prsv	246,578	234,586	234,586	197,419	225,925	0
Total	<u>23,506,605</u>	<u>22,222,253</u>	<u>22,361,298</u>	<u>20,638,779</u>	<u>16,575,549</u>	<u>5,579,531</u>
<u>2006</u>						
County	21,759,049	20,581,556	20,725,636	19,255,733	14,540,098	4,840,195
Forest Prsv	227,839	216,809	216,809	182,006	205,712	0
Total	<u>21,986,888</u>	<u>20,798,365</u>	<u>20,942,445</u>	<u>19,437,739</u>	<u>14,745,810</u>	<u>4,840,195</u>
<u>2005</u>						
County	20,697,814	19,618,588	19,734,328	18,417,639	13,777,555	4,576,347
Forest Prsv	222,683	212,227	212,227	188,867	194,931	0
Total	<u>20,920,497</u>	<u>19,830,815</u>	<u>19,946,555</u>	<u>18,606,506</u>	<u>13,972,486</u>	<u>4,576,347</u>
<u>2004</u>						
County	20,298,133	19,358,981	19,496,101	18,207,428	13,754,822	4,472,513
Forest Prsv	251,670	223,817	223,817	203,851	208,269	0
Total	<u>20,549,803</u>	<u>19,582,798</u>	<u>19,719,918</u>	<u>18,411,279</u>	<u>13,963,091</u>	<u>4,472,513</u>
<u>2003</u>						
County	18,619,557	17,766,053	17,852,464	16,635,401	12,464,009	4,310,227
Forest Prsv	215,941	208,069	208,069	189,529	195,157	0
Total	<u>18,835,498</u>	<u>17,974,122</u>	<u>18,060,533</u>	<u>16,824,930</u>	<u>12,659,166</u>	<u>4,310,227</u>
<u>2002</u>						
County	17,198,206	16,461,720	16,542,073	15,407,856	11,001,119	3,647,460
Forest Prsv	212,072	205,224	205,224	205,224	192,132	0
Total	<u>17,410,278</u>	<u>16,666,944</u>	<u>16,747,297</u>	<u>15,613,080</u>	<u>11,193,251</u>	<u>3,647,460</u>
<u>2001</u>						
County	15,870,504	15,217,720	15,302,001	14,220,300	10,902,211	3,414,305
Forest Prsv	213,052	205,984	205,984	189,322	182,336	0
Total	<u>16,083,556</u>	<u>15,423,704</u>	<u>15,507,985</u>	<u>14,409,622</u>	<u>11,084,547</u>	<u>3,414,305</u>
<u>2000</u>						
County	14,589,202	14,010,222	14,088,492	13,066,924	9,961,679	3,298,029
Forest Prsv	196,343	190,466	190,466	174,389	173,210	0
Total	<u>14,785,545</u>	<u>14,200,688</u>	<u>14,278,958</u>	<u>13,241,313</u>	<u>10,134,889</u>	<u>3,298,029</u>

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

PAYROLL STATISTICS

<u>Calendar Year</u>	<u>Checks Last Cycle</u>	<u>W-2's Issued</u>	<u>Annual Employees Hired</u>	<u>Annual Employees Terminated</u>	<u>Employees on Payroll Last Cycle</u>
<u>2007</u>					
County	632	889	242	224	650
Forest Prsv	<u>6</u>	<u>14</u>	<u>2</u>	<u>3</u>	<u>15</u>
Total	<u>638</u>	<u>903</u>	<u>244</u>	<u>227</u>	<u>665</u>
<u>2006</u>					
County	635	859	207	204	632
Forest Prsv	<u>5</u>	<u>11</u>	<u>1</u>	<u>0</u>	<u>16</u>
Total	<u>640</u>	<u>870</u>	<u>208</u>	<u>204</u>	<u>648</u>
<u>2005</u>					
County	613	853	202	203	629
Forest Prsv	<u>5</u>	<u>12</u>	<u>1</u>	<u>0</u>	<u>15</u>
Total	<u>618</u>	<u>865</u>	<u>203</u>	<u>203</u>	<u>644</u>
<u>2004</u>					
County	633	826	201	183	630
Forest Prsv	<u>5</u>	<u>13</u>	<u>3</u>	<u>5</u>	<u>14</u>
Total	<u>638</u>	<u>839</u>	<u>204</u>	<u>188</u>	<u>644</u>
<u>2003</u>					
County		805	166	165	612
Forest Prsv		<u>10</u>	<u>3</u>	<u>0</u>	<u>16</u>
Total	N/A	<u>815</u>	<u>169</u>	<u>165</u>	<u>628</u>
<u>2002</u>					
County		813	207	191	611
Forest Prsv		<u>11</u>	<u>1</u>	<u>0</u>	<u>13</u>
Total	N/A	<u>824</u>	<u>208</u>	<u>191</u>	<u>624</u>
<u>2001</u>					
County		790	222	197	595
Forest Prsv		<u>21</u>	<u>0</u>	<u>1</u>	<u>12</u>
Total	N/A	<u>811</u>	<u>222</u>	<u>198</u>	<u>607</u>
<u>2000</u>					
County		759	166	140	570
Forest Prsv		<u>20</u>	<u>1</u>	<u>1</u>	<u>13</u>
Total	N/A	<u>779</u>	<u>167</u>	<u>141</u>	<u>583</u>

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

UNEMPLOYMENT STATISTICS

	<u>Unemp Earnings</u>	<u>Unemp Tax Rate</u>	<u>Unemp Tax Pd</u>	<u>Unemp Wage Base</u>	<u>Min Unemp Tax Rate</u>
<u>2007</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	<u>246,578</u>	1.0%	<u>754</u>	11,500	1.0%
Total	<u><u>246,578</u></u>		<u><u>754</u></u>		
<u>2006</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	<u>227,389</u>	1.1%	<u>697</u>	11,000	1.1%
Total	<u><u>227,389</u></u>		<u><u>697</u></u>		
<u>2005</u>					
County	20,100,959	1.6%	106,029	10,500	1.2%
Forest Preserve	<u>222,685</u>	1.2%	<u>813</u>	10,500	1.2%
Total	<u><u>20,323,644</u></u>		<u><u>106,842</u></u>		
<u>2004</u>					
County	19,731,912	1.3%	79,688	9,800	0.9%
Forest Preserve	<u>220,807</u>	0.9%	<u>601</u>	9,800	0.9%
Total	<u><u>19,952,719</u></u>		<u><u>80,289</u></u>		
<u>2003</u>					
County	18,069,181	0.9%	49,280	9,000	0.6%
Forest Preserve	<u>215,941</u>	0.6%	<u>341</u>	9,000	0.6%
Total	<u><u>18,285,122</u></u>		<u><u>49,621</u></u>		
<u>2002</u>					
County	16,712,505	0.9%	47,400	9,000	0.6%
Forest Preserve	<u>212,633</u>	0.6%	<u>351</u>	9,000	0.6%
Total	<u><u>16,925,138</u></u>		<u><u>47,751</u></u>		
<u>2001</u>					
County	15,380,476	0.7%	36,037	9,000	0.6%
Forest Preserve	<u>206,328</u>	0.6%	<u>377</u>	9,000	0.6%
Total	<u><u>15,586,804</u></u>		<u><u>36,414</u></u>		

*These statistics do not apply to the county due to the county becoming self-insured for unemployment benefits beginning in 2006.

Election payroll is not subject to unemployment tax.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

FLEXIBLE BENEFITS STATISTICS

A. UNCOVERED MEDICAL EXPENSES

<u>YEAR</u>	<u>CONTRIBUTIONS</u>	<u>PARTICIPANTS</u>
2007	113,135	82
2006	97,545	73
2005	104,780	84
2004	106,773	72
2003	103,320	94
2002	77,989	84
2001	76,267	83
2000	67,913	83

B. DEPENDENT CARE EXPENSES

<u>YEAR</u>	<u>CONTRIBUTIONS</u>	<u>PARTICIPANTS</u>
2007	22,614	5
2006	18,397	6
2005	16,380	5
2004	20,932	7
2003	27,358	9
2002	40,371	13
2001	43,593	15
2000	66,892	18

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

UNION CONTRACT SUMMARY

UNION	AUTHORIZED POSITIONS	ORIGINAL CONTRACT DATE	CURRENT CONTRACT			
			BOARD ADOPTED DATE	START DATE	END DATE	STATUS
AFSCME - SYCAMORE AND HIGHWAY CAMPUSES	56.00	12/01/1988	04/20/2005	12/01/2004	11/30/2008	UNDER NEGOTIATION
AFSCME - PUBLIC HEALTH	61.00	06/01/2008	06/01/2008	06/01/2008	12/31/2012	SETTLED
AFSCME - REHAB & NURSING CTR	131.95	09/21/1994	06/13/2005	12/01/2004	11/30/2008	UNDER NEGOTIATION
MAP/FOP	92.00	12/01/1984	08/17/2005	12/01/2005	11/30/2009	SETTLED
OPERATING ENGINEERS - HWY	14.00	12/20/2006	12/20/2006	12/01/2006	11/30/2010	SETTLED
TEAMSTER - COURT SERVICES	<u>13.00</u>	12/01/1992	N/A	12/01/2005	11/30/2008	UNDER NEGOTIATION
TOTAL-6 BARGAINING UNITS	<u>367.95</u>					

2008 Union Dues

AFSCME: (all units, biweekly)

Full Time: \$17.09

75% Time: \$12.89

50% Time: \$ 8.64

MAP/FOP: (biweekly)

\$11.54

OPERATING ENGINEERS: (biweekly)

Administrative Dues: per employee, set by union

Membership Dues: \$6.93

TEAMSTERS: (monthly)

(Hourly rate x 2.5) + \$3.00 rounded to the nearest dollar

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

NON-UNION HEALTH INSURANCE RATES PER MONTH

(Effective January 1, 2009)

<u>Coverage Category</u>	<u>Single</u>	<u>Family</u>
Active-Working-Employee	116.00	394.00
Active-Working-Employer	<u>514.00</u>	<u>1,052.00</u>
Total	<u>630.00</u>	<u>1,446.00</u>
Active-On Leave	630.00	1,446.00
Retired-NonMedicare	630.00	1,446.00
Retired-Medicare	450.00	900.00
COBRA-NonMedicare	643.00	1,475.00
COBRA-Medicare	428.00	857.00
Buyout	2,100/yr	2,100/yr

- RETIRED** To be eligible for this benefit, the retiree must be at least age 55, have been employed by the county for at least 8 years, and be eligible for IMRF/SLEP retirement.
- COBRA** COBRA coverage is generally available to employees for 18 months or until the person reaches age 65. (See the COBRA law for more exact provisions.)
- LIFE** Life insurance is available only to active employees (both working and on leave) and must be provided or purchased if health insurance is elected. All eligible employees receive \$43,000 of coverage at an employer cost of \$12.90 per month.
- TAXES** Federal, State, and FICA/Medicare taxes are not paid on the employee's deduction unless the employee elects to complete a form requesting otherwise.
- GEN LEAVE** Insurance may be continued for up to one year for an approved General Leave of Absence, provided that the employee makes the necessary premium payments. After that time period, the COBRA option is available.
- DISABILITY** Employees who are receiving IMRF/SLEP disability benefits may elect to continue insurance coverage until the end of the disability period.

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

HISTORY OF MEDICAL INSURANCE RATES

YEAR	COMPANY	PLAN NUMBER	SINGLE			FAMILY		
			TOTAL	EMPLOYEE*	EMPLOYER*	TOTAL	EMPLOYEE*	EMPLOYER*
2008	BC/BS	P14634	630.00	116.00	514.00	1,446.00	394.00	1,052.00
2008	BC/BS	P14634	600.00	114.00	486.00	1,380.00	386.00	994.00
2007	BC/BS	P14634	580.00	108.00	472.00	1,340.00	368.00	972.00
2006	BC/BS	P14634	500.00	94.00	406.00	1,154.00	320.00	834.00
2005	BC/BS	P14634	500.00	94.00	406.00	1,154.00	320.00	834.00
2004	BC/BS	P14634	404.00	76.00	256.00	926.00	256.00	670.00
2003	BC/BS	P14634	370.00	70.00	300.00	844.00	234.00	610.00
2002	SELF	DEK 188	320.00	60.00	260.00	720.00	200.00	520.00
2001	SELF	DEK 188	284.00	54.00	230.00	638.00	178.00	460.00
2000	SELF	DEK 188	246.00	46.00	200.00	554.00	154.00	400.00
1995	SELF	DEK188	220.00	30.00	190.00	500.00	178.00	322.00
1990	SELF	DEK188	136.00	0.00	136.00	307.00	38.00	269.00
1985	AETNA	394938	93.97	0.00	93.97	230.52	46.52	184.00

* Employee and employer portion of premiums reflects non-union amounts.

PREMIUM STABILIZATION RATES

YEAR	ENDING STABILIZATION FUND BALANCE	SINGLE			FAMILY		
		TOTAL	EMPLOYEE	EMPLOYER	TOTAL	EMPLOYEE	EMPLOYER
2009	233,064	0.00	0.00	0.00	0.00	0.00	0.00
2008	233,064	0.00	0.00	0.00	0.00	0.00	0.00
2007	233,064	(19.00)	0.00	(19.00)	(44.00)	0.00	(44.00)
2006	373,416	50.00	0.00	50.00	116.00	0.00	116.00
2005	0	0.00	0.00	0.00	0.00	0.00	0.00

DEKALB COUNTY GOVERNMENT
FY 2009 BUDGET
MEDICAL INSURANCE CENSUS HISTORY

<u>DATE</u>	<u>SINGLE</u>	<u>FAMILY</u>	<u>TOTAL*</u>	<u>BUYOUT</u>	<u>REFUSAL</u>	<u>OPEN POSITIONS</u>	<u>TOTAL ELIGIBLE</u>
August 2008	174	166	340	91	21	58	510
December 2007	161	174	335	79	27	49	490
December 2006	153	192	345	80	31	36	492
December 2005	161	179	340	67	30	55	492
December 2004	160	189	349	67	25	46	487
December 2003	154	199	353	63	24	40	480
December 2002	138	207	345	50	34	9	438
December 2001	140	187	327	44	30	29	430
December 2000	133	180	313	38	24	51	426
December 1995	189	123	312	53	0	60	425
December 1990	142	198	340	0	0	N/A	N/A

*does not include COBRA or retiree policies

DEKALB COUNTY GOVERNMENT

FY 2009 BUDGET

NONUNION EMPLOYEE BENEFITS

<u>CATEGORY</u>		<u>FY2009</u>	<u>FY2008</u>
1.	Health Insurance - Single		
	Employee/Month	116	114
	Employer/Month	<u>514</u>	<u>486</u>
	Total	<u>630</u>	<u>600</u>
2.	Health Insurance - Family		
	Employee/Month	394	386
	Employer/Month	<u>1,052</u>	<u>994</u>
	Total	<u>1,446</u>	<u>1,380</u>
3.	Life Insurance		
	Employer/Month	12.90	12.60
	Amount	43,000	42,000
4.	FICA		
	Maximum Salary	106,800	102,000
	Employee	6.20%	6.20%
	Employer	6.20%	6.20%
5.	Medicare		
	Maximum Salary	N/A	N/A
	Employee	1.45%	1.45%
	Employer	1.45%	1.45%
6.	Retirement		
	County - IMRF		
	Employee	4.5%	4.5%
	Employer (1)	8.5%	8.0%
	Forest Preserve - IMRF		
	Employee	4.5%	4.5%
	Employer	13.28%	12.94%
	County - SLEP		
	Employee	7.5%	7.5%
	Employer	18.17%	17.81%
7.	Unemployment Insurance		
	County		
	Maximum Salary	10,000	10,000
	Employer Rate (2)	0.5%	1.0%
	Forest Preserve		
	Maximum Salary	12,300	12,000
	Employer Rate	(3)	0.8%
8.	Workers' Compensation		
	Annual Employer Cost		
	per Employee (4)	\$500	\$500

(1) Rate charged to departments; actual rate paid to IMRF may vary.

(2) Rate charged to departments; actual amount of claims paid will vary.

(3) Rate not available at the time of printing.

(4) Actual amount of claims will vary.