

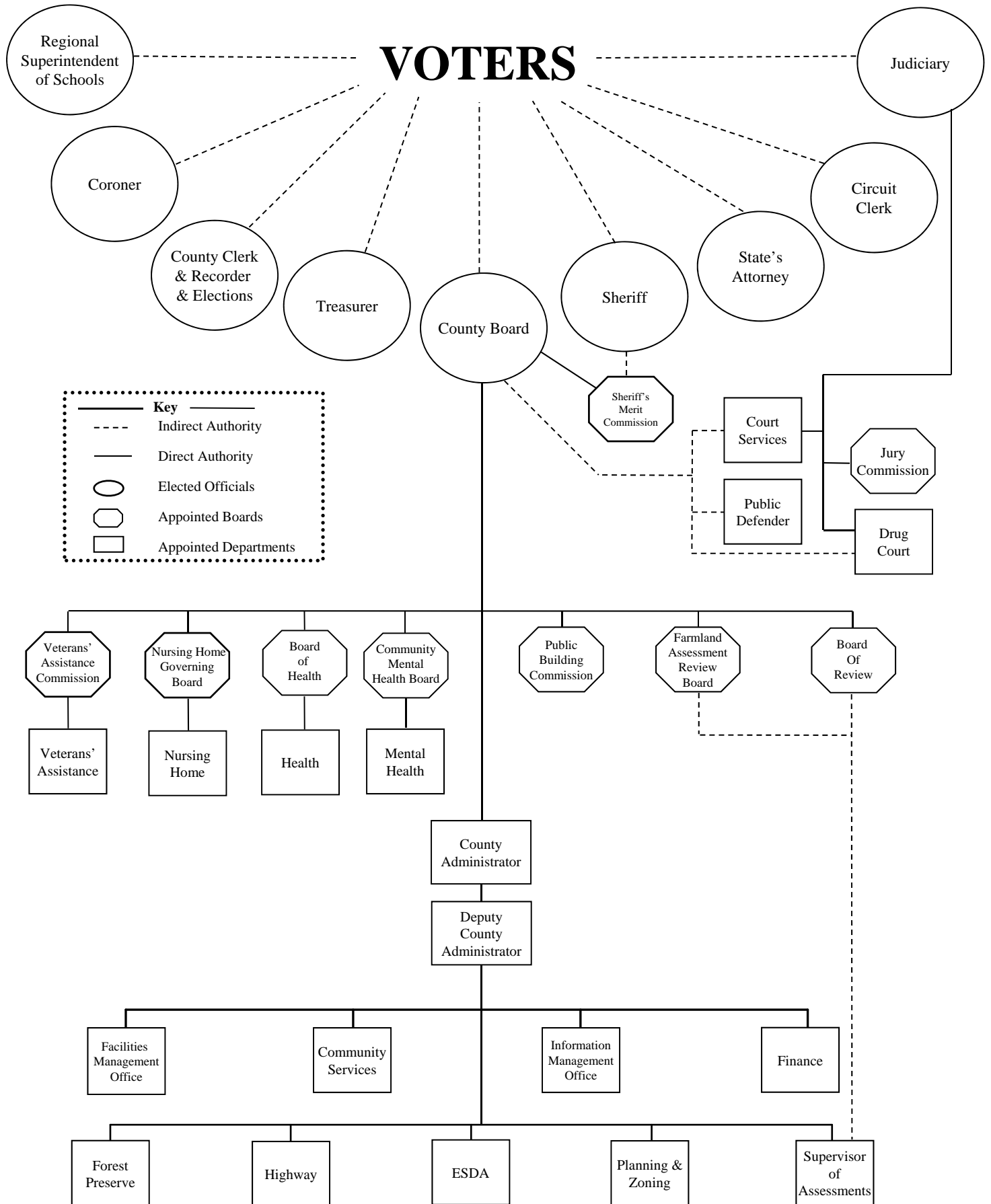
DeKalb County Government



FY 2014 BUDGET PLAN

Salaries & Benefits

DeKalb County Government Organizational Chart



DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
ADMINISTRATION (1110)	County Administrator	1031	1.00	40.00	Y	M5	1
	County Board Coordinator	2154	1.00	35.00	N	CT9	1
	Deputy Co. Administrator	1051	0.00	0.00	Y	M3	0
	Secretary A - Webmaster	2174	1.00	40.00	N	CT7B	1
	Secretary A - Webmaster (Part Time)	2174	0.10	4.00	N	CT7B	0
	TOTAL			3.10			
FINANCE (1210)	Accounting Clerk A (Payroll)	2105	1.00	40.00	N	CT7A	1
	Accounting Clerk A (Accounts Payable)	5505	1.00	35.00	N	AC7A	1
	Accounting Supervisor	2502	1.00	40.00	N	-	1
	Administrative Assistant	5507	1.00	40.00	N	AC7A	1
	Benefits Coordinator	2150	1.00	35.00	N	CT7B	1
	Finance Director	1081	1.00	40.00	Y	M3	1
	Secretary A (Part Time)	2170	0.10	4.00	N	CT7B	0
	TOTAL			6.10			
INFORMATION MANAGEMENT OFFICE (1310)	Assistant Network Technician	2506	1.00	40.00	N	-	1
	Assistant Network Tech - Level II	2504	1.00	40.00	N	-	1
	Lead Assistant Network Technician	2537	1.00	40.00	N	LT13	1
	GIS Analyst	2528	1.00	40.00	N	-	1
	GIS Manager	2529	1.00	40.00	Y	AS11	1
	IMO Director	1071	1.00	40.00	Y	M2	1
	Lead Network Technician	2538	1.00	40.00	Y	-	1
	Network Infrastructure Technician	2549	1.00	40.00	N	-	1
	Network Security Specialist	2552	1.00	40.00	N	-	1
	Network Technician	2548	1.00	40.00	N	-	1
	Project Assistant (Part Time)	2168	0.15	6.00	N	-	0
	Project Assistant - Defined (Part Time)	2167	0.85	34.00	Y	-	0
TOTAL			11.00				10.00
ASSESSMENTS OFFICE (1410)	Administrative Clerk C	5511	1.00	35.00	N	AC6	1
	Administrative Clerk C (Part Time)	5511	0.72	29.00	N	AC6	0
	Administrative Clerk C (Part Time)	5511	0.50	20.00	N	AC6	0
	Administrative Clerk C (Part Time)	5511	0.50	17.50	N	AC6	0
	Chief Co. Assessment Official	1011	1.00	40.00	Y	M1	1
	Chief Deputy of Assessments	5523	1.00	40.00	N	AA9	1
	Mapper/Appraiser I	5563	1.00	35.00	N	AA7	1
	Mapper/Appraiser II	5564	1.00	35.00	N	AA8	1
	TOTAL			6.72			
COUNTY CLERK & RECORDER (1510)	Administrative Clerk C	5511	1.00	35.00	N	AC6	1
	Administrative Secretary	5515	1.00	37.50	N	AC8	1
	Chief Deputy Recorder	5527	1.00	40.00	N	AA9	1
	County Clerk and Recorder	0511	1.00	40.00	Y	-	1
	Office Assistant A	5567	1.00	35.00	N	AC5	1
	Office Assistant B (Part Time)	5568	0.50	20.00	N	AC4	0
	Office Assistant B (Part Time)	5568	0.50	20.00	N	AC4	0
	Tax Extension Clerk	5585	1.00	40.00	N	AA8	1
	TOTAL			7.00			

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
ELECTIONS (1530)	Chief Deputy of Elections	5524	1.00	35.00	N	AA8	1
	Office Assistant B	5568	2.00	70.00	N	AC4	2
	TOTAL		3.00				3.00
PLANNING & ZONING (1710)	Administrative Clerk A	5509	1.00	35.00	N	AC8	1
	Assistant Planner	5519	1.00	40.00	N	AA9	1
	Building Inspector (Part Time)	2517	0.20	8.00	N	AS9	0
	Chief Building Inspector	2515	1.00	40.00	N	-	1
	Code Enforcement Technician	5580	1.00	40.00	N	AA8	1
	Planning Director	1091	1.00	40.00	Y	M2	1
TOTAL			5.20				5.00
REG. OFFICE OF EDUCATION (1810)	Administrative Clerk B	2125	1.00	35.00	N	CT7B	1
	Office Assistant (Part Time)	2169	0.50	17.50	N	LT4	0
	Office Assistant (Part Time)	2169	0.50	17.50	N	LT4	0
TOTAL			2.00				1.00
TREASURER (1910)	Accounting Clerk A	5505	1.00	35.00	N	AC7A	1
	Administrative Clerk B	5510	1.00	35.00	N	AC7	1
	Chief Deputy Treasurer	5530	1.00	35.00	N	AA9	1
	Office Assistant B (Part Time)	5568	0.70	24.50	N	AC4	0
	Treasurer	0551	1.00	40.00	Y	-	1
TOTAL			4.70				4.00
JUDICIARY (2210)	Bailiff - Jury (<19 hrs/week/person)	2145	0.70	24.50	N	-	0
	Bailiff - Non-Jury (<19 hrs/week/person)	2145	4.00	140.00	N	-	0
	Chief Bailiff	2153	1.00	37.50	N	AS7	1
	Conflict Ass't Public Defender (4 Part Time)	2519	1.00	40.00	Y	-	4
	Deputy Court Administrator	2157	1.00	40.00	N	CT9	1
	Judicial Interpreter	2164	1.00	40.00	N	-	1
TOTAL			8.70				7.00
JURY COMMISSION (2220)	Jury Commission Clerk (Part Time)	2536	0.50	20.00	N	-	1
TOTAL			0.50				1.00
CIRCUIT CLERK (2310)	Accounting Clerk B	2110	1.00	40.00	N	CT6	1
	Circuit Clerk	0501	1.00	40.00	Y	-	1
	Deputy Clerk	2155	13.00	457.50	N	AS4	13
	Supervisory Deputy Clerk	2185	4.00	142.50	N	AS8	4
TOTAL			19.00				19.00

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
CORONER (2410)	Chief Deputy Coroner (Part Time)	2521	0.25	10.00	Y	-	0
	Coroner	0521	0.50	20.00	Y	-	1
	Deputy Coroner (Part Time)	2523	0.25	10.00	Y	-	0
	Executive Secretary (Part Time)	2161	0.25	10.00	N	CT9	0
	TOTAL			1.25			1.00
ESDA (2510)	Assistant ESDA Coordinator	2570	0.10	4.00	N	-	0
	ESDA Coordinator	2560	0.50	20.00	Y	-	0
	Executive Secretary (Part Time)	2161	0.75	30.00	N	CT9	1
	TOTAL			1.35			1.00
SHERIFF (2610)	Administrative Secretary	5515	1.00	40.00	N	AC8	1
	Chief Deputy Sheriff	2522	1.00	40.00	Y	SP3	1
	Detective	5130	7.00	280.00	N	FP8	7
	Evidence Control Officer (Part Time)	2524	0.50	20.00	N	AS9	0
	Lieutenant/Patrol	2545	1.00	40.00	Y	SP1	1
	Office Coordinator	2165	1.00	40.00	N	CT9	1
	Patrol	5140	22.00	880.00	N	FP8	22
	Patrol - Home Monitoring	5140	2.00	80.00	N	FP8	2
	Patrol - Kishwaukee College	5140	2.00	80.00	N	FP8	2
	Patrol - Kishwaukee Hospital	5140	1.00	40.00	N	FP8	1
	Secretary B	5583	3.00	120.00	N	AC6	3
	Secretary B	5583	0.50	20.00	N	AC6	0
	Sergeant/Detective	5125	1.00	40.00	N	FP11	1
	Sergeant/Patrol	5135	4.00	160.00	N	FP10	4
	Sgt./Patrol-Kish College	5135	1.00	40.00	N	FP10	1
	Sheriff	0531	1.00	40.00	Y	-	1
	TOTAL			49.00			48.00
SHERIFF - COMMO (2670)	Communications	5110	20.00	800.00	N	FP6	20
	Lieutenant/Commo	2540	1.00	40.00	Y	SP1	1
	Sergeant/Communications	5105	5.00	200.00	N	FP8	5
TOTAL			26.00			26.00	
SHERIFF - CORR (2680)	Corrections	5120	19.00	760.00	N	FP8	19
	Corrections (<30 hrs/week/person)	2160	2.00	80.00	N	AS8	0
	Lieutenant/Corrections	2542	1.00	40.00	Y	SP1	1
	Sergeant/Corrections	5115	5.00	200.00	N	FP10	5
TOTAL			27.00			25.00	
STATE'S ATTORNEY (2710)	Attorney - Level One	2507	6.00	240.00	Y	-	6
	Attorney - Level Two	2508	6.00	240.00	Y	-	6
	Attorney - Level Three	2510	1.00	40.00	Y	-	1
	Executive Assistant	2525	1.00	40.00	Y	LT13	1
	Legal Secretary B	5551	7.00	245.00	N	AC7	7
	Legal Secretary B (max 19 hrs/wk/person)	5551	0.95	38.00	N	AC7	0
	State's Attorney	0541	1.00	40.00	Y	-	1
	Victim/Witness Assistant	5589	1.00	35.00	N	AA7	1
TOTAL			23.95			23.00	

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
PUBLIC DEFENDER (2810)	Administrative Secretary	2135	1.00	40.00	N	CT8	1
	Attorney - Level One	2507	5.00	200.00	Y	-	5
	Attorney - Level Two	2508	2.00	80.00	Y	-	2
	Investigator	2534	1.00	40.00	N	-	1
	Public Defender	2511	1.00	40.00	Y	-	1
	Secretary B	2175	1.00	40.00	N	CT6	1
	TOTAL			11.00			11.00
COURT SERVICES (2910)	Administrative Clerk C	4280	1.00	37.50	N	CT6	1
	Comm. Restitution Services Coord.	6710	1.00	37.50	N	TP9	1
	Deputy Director	4110	1.00	37.50	Y	CSA10	1
	Pre-Trial Officer	6740	2.00	75.00	N	TP9	2
	Probation Officer - Adult	6720	5.00	187.50	N	TP9	5
	Probation Officer - Adult/Drug Court	6720	1.00	37.50	N	TP9	1
	Probation Officer - Juvenile	6730	4.00	150.00	N	TP9	4
	Probation Officer - Juv/Intensive	6730	2.00	75.00	N	TP9	2
	Secretary A	4270	1.00	37.50	N	CS4	1
	Supervisor - Juvenile	4125	1.00	37.50	Y	CSA9	1
TOTAL			19.00			19.00	
FACILITIES MGMT (4810)	Facilities Manager	1061	1.00	40.00	Y	MA	1
	General Maintenance	5555	1.00	40.00	N	AL9A	1
	General Maintenance (Part Time)	5555	0.47	19.00	N	AL9A	0
	Maintenance II	5556	3.00	120.00	N	AL10B	3
	Maintenance III	5557	1.00	40.00	N	AL10A	1
	Maintenance Supervisor	5560	1.00	40.00	N	AL12	1
	Offset Printer	5574	1.00	40.00	N	AA4	1
	Secretary B	5583	1.00	40.00	N	AC6	1
	TOTAL			9.47			9.00
COMM OUTRCH BLDG (4910)	General Maintenance (Part Time)	5555	0.38	15.00	N	AL9A	0
	TOTAL			0.38			0.00
SUBTOTAL GENERAL FUND EMPLOYEES			245.42			233.00	
COURT SECURITY (2650)	Corrections Officer	5120	3.00	120.00	N	FP8	3
	Security Officer (<30 hrs/week/person)	2550	1.00	40.00	N	-	0
	Sergeant/Corrections	5115	1.00	40.00	N	FP10	1
	TOTAL			5.00			4.00
HIGHWAY (3510)	Administrative Clerk C	5511	1.00	40.00	N	AC6	1
	County Engineer	1041	1.00	40.00	Y	M3	1
	Highway Maintainer	5305	9.00	360.00	N	-	9
	Maintenance	5310	1.00	40.00	N	-	1
	Maintenance Foreman	2547	1.00	40.00	Y	AS11	1
	Mechanic	5320	2.00	80.00	N	-	2
	Operations Manager	2530	1.00	40.00	Y	M2	1
	Permit/Inventory Tech III	5575	1.00	40.00	N	AL11	1
	Support Services Manager	2555	1.00	40.00	Y	M2	1
	Traffic Control Technician	5330	2.00	80.00	N	-	2
TOTAL	E-05		20.00			20.00	

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
ENGINEERING (3520)	Assistant County Engineer	2554	1.00	40.00	Y	-	1
	Engineering Technician III	5543	2.00	80.00	N	AL11	2
	TOTAL		3.00				3.00
AID TO BRIDGES (3530)	Engineering Technician III	5543	1.00	40.00	N	AL11	1
	TOTAL		1.00				1.00
PUBLIC HEALTH (3610)	Accounting Assistant	5603	1.00	37.50	N	-	1
	Accounting Clerk A	5604	2.00	75.00	N	CT7A	2
	Administrative Clerk C	5608	2.00	75.00	N	CT6	2
	Administrator	3501	1.00	40.00	Y	M3	1
	Animal Control Warden	5612	2.00	75.00	N	LT7A	2
	Assistant Administrator	3502	1.00	40.00	Y	-	1
	Communicable Disease Coord.	3524	1.00	37.50	Y	AS9	1
	Dir. of Administrative Services	3530	1.00	40.00	Y	-	1
	Dir. of Health Protection	3536	1.00	40.00	Y	-	1
	Dir. of Community Health & Prevention	3540	1.00	40.00	Y	-	1
	Family Planning Coordinator	3544	1.00	37.50	Y	AS10	1
	Health Educator	5647	2.00	75.00	N	-	2
	HIV/STD Clinical Team Leader	3548	1.00	37.50	Y	-	1
	Licensed Env. Health Practitioner	5660	1.40	52.50	N	-	1
	LEHP in Training	5688	1.00	37.50	N	-	1
	Nutritionist	5668	2.00	75.00	N	AS7	2
	Office Assistant B	5672	1.00	37.50	N	CT4	1
	Pediatric Services Coordinator	3581	1.00	37.50	Y	-	1
	Public Health Associate	5682	1.00	37.50	N	-	1
	Public Health Nurse	5684	6.40	240.00	N	AS9	6
	Secretary/Case Manager Assistant	5625	1.00	37.50	N	CT6	1
Secretary B	5693	5.00	187.50	N	CT6	5	
WIC/FCM Program Coordinator	3595	1.00	37.50	Y	-	1	
WIC/FCM Team Leader	3596	1.00	37.50	Y	-	1	
TOTAL			38.80				38.00
SOLID WASTE PROGRAM (3650)	Licensed Env. Health Practitioner	5660	0.60	22.50	N	-	1
	TOTAL		0.60				1.00
MENTAL HEALTH (3710)	Administrative Assistant	3715	1.00	40.00	N	-	1
	Administrator	3701	1.00	40.00	Y	AS11	1
	TOTAL		2.00				2.00

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>CLASS NUMBER</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL WEEKLY HOURS</u>	<u>FLSA EXEMPT</u>	<u>HAY GRADE</u>	<u>INS SLOTS</u>
COMMUNITY SERVICES (4410)	Case Manager	2152	2.00	75.00	N	CT8	2
	Community Services Director	1021	1.00	40.00	Y	MB	1
	Office Coordinator	2165	1.00	40.00	N	CT9	1
	TOTAL		4.00				4.00
VETERANS' ASSIST (4610)	Executive Secretary	4661	1.00	40.00	N	CT9	1
	Intake Worker (Part Time)	4664	1.00	40.00	N	CT5	0
	Service Officer	4663	3.00	120.00	N	AS9	3
	Superintendent	4601	1.00	40.00	Y	AS11	1
	TOTAL		6.00				5.00
COURT AUTOMATION (5340)	Deputy Clerk	2155	3.00	105.00	N	AS4	3
	Deputy Clerk (<30 hrs/week/person)	2155	1.00	35.00	N	AS4	0
	TOTAL		4.00				3.00
CHILD SUPPORT (5350)	Deputy Clerk	2155	1.00	35.00	N	AS4	1
	TOTAL		1.00				1.00
DOCUMENT STORAGE (5360)	Deputy Clerk (<30 hrs/week/person)	2155	2.00	70.00	N	AS4	0
	TOTAL		2.00				0.00
MICROGRAPHICS (5520)	Office Assistant B	5568	1.00	35.00	N	AC4	1
	Administrative Clerk B	5510	1.00	35.00	N	AC7	1
	TOTAL		2.00				2.00
FED TRANSPORTATION GRANT (5585)	Program Compliance Oversight Monitor	2551	0.00	0.00	N	-	0
	TOTAL		0.00				0.00
DRUG COURT (5620)	Drug Court Counselor	2158	1.00	40.00	N	-	1
	Special (Drug) Court Administrator	2553	1.00	40.00	Y	-	1
	TOTAL		2.00				2.00
HISTORY ROOM (6530)	Assistant Historian (Part Time)	2535	0.25	10.00	N	-	0
	Historian (Part Time)	2533	0.25	10.00	N	-	0
	TOTAL		0.50				0.00
SUBTOTAL COUNTY EMPLOYEES EXCLUDING REHAB AND NURSING CENTER			337.32				319.00

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
NURSING-REHAB. (3840)	Director of Rehabilitation	3355	1.00	38.75	Y	-	1
	Restorative Nurse - LPN	3166	1.00	38.75	N	-	1
	Restorative Nurse - RN	3165	1.00	38.75	N	AS9	1
	Restorative Aide	5969	4.00	155.00	N	NS4	4
	TOTAL			7.00			7.00
NURSING-SOCIAL SERVICES (3860)	Director of Social Services	3360	1.00	38.75	Y	AS10	1
	Social Service Assistant	3182	2.00	77.50	N	AS8	2
	Social Srvc/Med Records Tech.	3183	1.00	38.75	N	-	1
	TOTAL			4.00			4.00
NURSING-COMMUNITY LIFE (3870)	Community Life Aide	5910	4.75	184.00	N	NS3	5
	Community Life Coordinator	3330	1.00	38.75	Y	AS8	1
	TOTAL			5.75			6.00
NURSING-DIETARY (3880)	Assistant Director of Dietary Services	3304	1.00	38.75	N	AS8	1
	Cook II	5918	3.50	135.50	N	NL9B	3
	Dietary Aide	5922	18.00	697.50	N	NL3	18
	Director of Dietary Services	3335	1.00	38.75	Y	AS10	1
	Lead Cook	5917	1.00	38.75	N	-	1
	TOTAL			24.50			24.00
NURSING-SPECIAL CARE (3930)	Activity Aide	5910	3.00	116.25	N	NS3	3
	Director of Special Care Unit	3365	1.00	38.75	Y	-	1
	Nurse's Assistant - CNA	5951	15.00	581.25	N	-	15
	Staff Nurse - LPN	5986	2.25	87.25	N	-	2
	Staff Nurse - RN	3187	1.50	58.00	N	-	1
	TOTAL			22.75			22.00
NURSING-NURSING (3950)	Assistant Director of Nursing	3310	1.00	38.75	Y	SP1	1
	Care Plan Coordinator	3114	1.00	38.75	N	AS10	1
	Clinical Support Services Coord.	3121	1.00	38.75	N	-	1
	Director of Nursing	3350	1.00	38.75	Y	SP3	1
	Nurse's Assistant - CNA	5951	53.00	2,053.75	N	-	53
	Administrative Secretary	3150	1.00	38.75	N	-	1
	RN Charge Nurse	3173	3.00	116.25	N	AS10	3
	RN House Supervisor	3174	3.00	116.25	N	AS11	3
	Schedule Coordinator	3175	1.00	38.75	N	-	1
	Staff Nurse - LPN	5986	4.00	155.00	N	-	4
	Staff Nurse - RN	3187	17.00	658.75	N	AS9	17
	Unit Assistant	5994	3.50	135.50	N	-	3
	Unit Clerk	5993	1.00	38.75	N	-	1
	Ward Secretary	5995	2.00	77.50	N	NC6	2
	TOTAL			92.50			92.00

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

DEPARTMENT	CLASSIFICATION	CLASS NUMBER	# OF FUNDED POSITIONS	TOTAL WEEKLY HOURS	FLSA EXEMPT	HAY GRADE	INS SLOTS
NURSING-ENV . SERVICES (3960)	Director of Environmental Services	3315	1.00	38.75	Y	LT8	1
	Housekeeping Aide	5930	9.00	348.75	N	NL3	9
	Laundry Worker I	5935	4.00	155.00	N	NL3	4
	Lead Housekeeper	5919	1.00	38.75	N	-	1
	TOTAL			15.00			15.00
NURSING-MAINT. (3970)	Groundskeeper	3125	0.25	9.50	N	-	0
	Maintenance I	5939	1.00	38.75	N	NL8A	1
	Maintenance Supervisor	5946	1.00	38.75	N	LT12	1
TOTAL			2.25			2.00	
NURSING-ADMIN. (3980)	Accounting Clerk A	3105	1.00	38.75	N	CT7A	1
	Accounting Clerk B	3106	2.00	77.50	N	CT6	2
	Accounting Clerk B (Part Time)	3106	0.65	25.00	N	CT6	0
	Administrator	3301	1.00	40.00	Y	M4	1
	Payroll Clerk	3155	1.00	38.75	N	CT6	1
	Receptionist	5963	2.00	75.00	N	NC4	2
TOTAL			7.65			7.00	
SUBTOTAL REHAB & NURSING CENTER EMPLOYEES			181.40				179.00
GRAND TOTAL COUNTY EMPLOYEES			<u>518.72</u>				<u>498.00</u>
FOREST PRESERVE (4210)	Park Manager	7106	1.00	40.00	N	-	1
	Park Manager (Part Time)	7105	0.75	30.00	N	LT8C	1
	Park Manager (<30 hrs/week/person)	7105	0.75	30.00	N	LT8C	0
	Maintenance (<30 hrs/week/person)	7110	0.85	34.00	N	-	0
	Maintenance Supervisor	7115	1.00	40.00	N	LT12A	1
	Natural Resource Manager	7130	1.00	40.00	N	-	1
	Superintendent	7101	1.00	40.00	Y	M1	1
TOTAL FOREST PRESERVE EMPLOYEES			<u>6.35</u>				<u>5.00</u>

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>CLASS NUMBER</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL WEEKLY HOURS</u>	<u>FLSA EXEMPT</u>	<u>HAY GRADE</u>	<u>INS SLOTS</u>
BOARDS & COMMISSIONS							
Board of Review		0301	3.00	-		-	
Board of Review Alternate		0303	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	-		-	

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ORGANIZATIONAL TABLE

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>CLASS NUMBER</u>	<u># OF FUNDED POSITIONS</u>	<u>TOTAL WEEKLY HOURS</u>	<u>FLSA EXEMPT</u>	<u>HAY GRADE</u>	<u>INS SLOTS</u>
UNFUNDED POSITIONS							
INFORMATION MANAGEMENT OFFICE (1310)	Cartographer	5520	1.00	40.00	N	AA8	
	GIS Technician	5553	1.00	40.00	N	AA8	
	TOTAL		2.00				
SHERIFF (2610)	Patrol	5140	1.00	40.00	N	FP8	
	TOTAL		1.00				
COUNTY CLERK & RECORDER (1510)	Administrative Clerk C	5511	1.00	37.50	N	AC6	
	TOTAL		1.00				
SHERIFF - CORR (2680)	Corrections	5120	1.00	40.00	N	FP8	
	TOTAL		1.00				
PUBLIC DEFENDER (2810)	Law Clerk (Part Time)	2159	0.25	10.00	N	-	
	TOTAL		0.25				
HIGHWAY (3510)	Engineering Technician II	5542	1.00	40.00	N	AL10B	
	TOTAL		1.00				
PUBLIC HEALTH (3610)	Case Manager	5620	2.00	37.50	N	-	
	Health Educator	5647	0.50	18.75	N	-	
	Licensed Env. Health Practitioner	5660	0.60	22.50	N	-	
	LEHP in Training	5688	0.40	15.00	N	-	
	Nutritionist	5668	0.50	18.75	N	AS7	
	Office Assistant B	5672	0.50	18.75	N	CT4	
	Public Health Nurse	5684	3.60	90.00	N	AS9	
	Secretary/Clinic Aide	5626	0.60	15.00	N	CT6	
	Secretary B	5693	5.00	172.50	N	CT6	
	TOTAL		13.70				
FACILITIES MGMT (4810)	General Maintenance (Part Time)	5555	0.50	20.00	N	AL9A	
	TOTAL		0.50				
NURSING-ADMIN. (3980)	Business Manager	3325	1.00	38.75	Y	AS11	
	TOTAL		1.00				
	TOTAL UNFUNDED POSITIONS		<u>21.45</u>				

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

FULL-TIME EQUIVALENT EMPLOYEES

Function/Program	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
General Government										
County Board	3.10	2.00	2.00	2.50	2.56	2.56	2.56	2.56	2.56	2.00
Finance	6.10	7.10	7.10	7.10	7.15	7.15	7.00	7.00	7.00	6.80
Information Management	11.00	10.00	10.00	10.00	10.00	10.00	11.00	10.20	10.20	10.20
Assessments	6.72	6.72	6.50	7.00	7.00	7.00	7.00	7.00	6.00	6.00
County Clerk & Recorder	9.00	9.00	10.00	12.00	12.00	12.00	12.00	10.67	10.67	10.67
Elections	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.83	3.83	3.83
Planning & Zoning	5.20	5.20	5.20	5.20	5.60	5.60	5.60	5.60	5.60	5.60
Regional Office of Education	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	1.00	1.00
Treasurer	4.70	4.70	4.70	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Facilities Management	9.85	9.85	9.85	9.00	10.00	10.00	10.00	9.00	9.00	9.00
Sub-Total General Government	60.67	59.57	60.35	62.80	64.31	64.31	65.16	62.86	60.86	60.10
Public Safety										
Circuit Clerk	26.00	26.00	23.75	23.75	23.75	23.75	23.75	22.25	21.50	21.50
Coroner / ESDA	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60
Judiciary / Jury Commission	9.20	8.50	7.00	7.40	7.55	7.55	7.30	7.30	7.30	7.30
Sheriff - Admin/Patrol/Detective	49.00	48.00	47.00	46.00	50.00	49.00	48.00	47.00	47.50	47.50
Sheriff - Communications	26.00	26.00	25.00	25.00	26.00	26.00	26.00	26.00	26.00	26.00
Sheriff - Corrections	27.00	27.00	26.00	26.00	26.00	26.00	28.00	28.00	22.00	19.30
Sheriff - Court Security	5.00	5.00	6.00	6.00	5.00	5.00	4.00	4.00	4.00	4.00
State's Attorney	23.95	22.00	22.00	22.00	22.00	22.00	22.00	23.00	22.50	21.50
Public Defender	11.00	11.00	9.00	9.25	9.25	9.25	9.00	9.00	9.00	9.00
Court Services / Probation	19.00	17.00	17.00	17.00	17.00	17.00	16.00	15.00	15.00	15.00
Drug Court	2.00	2.00	4.00	1.00	1.00	1.00	1.50	1.50		
Sub-Total Public Safety	200.75	195.10	189.35	186.00	190.15	189.15	188.15	185.65	177.40	173.70

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

FULL-TIME EQUIVALENT EMPLOYEES

Function/Program	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
Highways & Streets	24.00	24.00	24.00	24.00	25.50	25.50	25.50	25.50	25.50	25.50
Health & Welfare										
Community Services	4.00	4.00	3.50	6.00	6.00	3.50	3.50	3.50	3.50	3.50
Mental Health	2.00	2.00	1.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Public Health & Solid Waste	39.40	42.20	75.50	79.00	79.00	79.00	81.55	82.85	82.35	83.05
Rehab & Nursing	181.40	180.75	181.75	180.75	180.35	180.35	175.30	160.50	153.20	153.23
Veteran's Assistance	6.00	6.00	5.00	5.00	5.00	5.00	4.00	2.00	0.00	0.00
Sub-Total Health & Welfare	232.80	234.95	267.25	272.75	272.35	269.85	266.35	250.85	241.05	241.78
Culture & Recreation										
Forest Preserve	6.35	6.00	6.00	6.01	6.01	6.01	5.35	5.35	5.35	5.60
History Room	0.50	0.50	0.60	0.60	0.60	0.60	0.60	0.60	0.30	0.30
Sub-Total Culture & Recreation	6.85	6.50	6.60	6.61	6.61	6.61	5.95	5.95	5.65	5.90
Grand Total	525.07	520.12	547.55	552.16	558.92	555.42	551.11	530.81	510.46	506.98

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

ELECTED OFFICIALS

<u>CLASS NUMBER</u>	<u>CLASSIFICATION</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
0101	County Board Chairperson	10,200	10,200	10,200	10,200	(3)	(3)
0102	County Board Vice-Chairperson	1,800	1,800	1,800	1,800	(3)	(3)
0103	Committee Chairperson (1)	110/month	110/month	110/month	110/month	(3)	(3)
0105	County Board Member	85/Diem	85/Diem	85/Diem	85/Diem	85/Diem	85/Diem
0501	Circuit Clerk	90,250	92,150	95,000	98,800		
	Deferred Compensation	<u>4,750</u>	<u>4,850</u>	<u>5,000</u>	<u>5,200</u>		
	Total	95,000	97,000	100,000	104,000	(3)	(3)
0511	County Clerk and Recorder	85,118	88,513	88,513	88,513	89,434	90,307
	Deferred Compensation	<u>2,633</u>	<u>2,738</u>	<u>2,738</u>	<u>2,738</u>	<u>2,766</u>	<u>2,793</u>
	Total	87,750	91,250	91,250	91,250	92,200	93,100
0521	Coroner - 1/2 FTE	56,018	57,133	57,570	61,110		
	Deferred Compensation	<u>1,733</u>	<u>1,767</u>	<u>3,030</u>	<u>1,890</u>		
	Total	57,750	58,900	60,600	63,000	(3)	(3)
0531	Sheriff	121,493	126,343	126,343	126,343	127,652	128,913
	Deferred Compensation	<u>3,758</u>	<u>3,908</u>	<u>3,908</u>	<u>3,908</u>	<u>3,948</u>	<u>3,987</u>
	Total	125,250	130,250	130,250	130,250	131,600	132,900
0541	State's Attorney (2)	166,508					
0551	Treasurer	85,118	88,513	88,513	88,513	89,434	90,307
	Deferred Compensation	<u>2,633</u>	<u>2,738</u>	<u>2,738</u>	<u>2,738</u>	<u>2,766</u>	<u>2,793</u>
	Total	87,750	91,250	91,250	91,250	92,200	93,100

(1) Each committee chairperson will earn the above salary, regardless of whether or not the committee actually meets.

(2) 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 FY2013 salary took effect July 1, 2012. The FY2014 salary was not available at the time of printing.

(3) Salary to be set in Fall 2015.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

EXEMPT PAY PLAN

1. Ten management positions are a part of this pay plan.

<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 (0 FTE)
1061	MA	Facilities Manager
1071	M2	Information Management Director
1081	M3	Finance Director
1091	M2	Planning Director
7101	M1	Forest Preserve Superintendent

2. The Deputy County Administrator position will be filled by two individuals currently in a Department Head position.
3. 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.
4. Salaries for new exempt employees will be set by the County Board at time of hiring; there is no minimum or maximum salary range.
5. The cost-of-living (COLA) component of the salary increase will be set by the County Board as part of the annual budget.
6. 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.
7. 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.
8. A percentage of the salary base, as determined by years of service in an exempt position, is paid to an exempt employee on a bi-weekly basis for deposit into one of the County's deferred compensation programs, the IMRF Voluntary Additional Contribution program, or to be invested in United States Savings Bonds. 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%.
9. 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.
10. 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 2014 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	10,100
0303	Board of Review Alternate	3.00	3.00	70.00/mtg
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

*Board of Review salary for Assessment Year May 1, 2013 to April 30, 2014 is \$10,000.
The salary for Assessment Year May 1, 2014 to April 30, 2015 is \$10,100.

DEKALB COUNTY GOVERNMENT

FY 2014 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	14.75	16.23	23.15
2110	CT6	Accounting Clerk B	1.00	11.54	12.69	17.98
2120	CT8	Administrative Clerk A	0.00	13.77	15.15	21.44
2125	CT7B	Administrative Clerk B	1.00	12.85	14.14	20.01
2130	CT6	Administrative Clerk C	0.00	11.54	12.69	17.98
2135	CT8	Administrative Secretary	1.00	13.77	15.15	21.44
2145	-	Baliff-Part Time	4.70	11.85	13.04	18.34
2150	CT7B	Benefits Coordinator	1.00	12.85	14.14	20.01
2152	CT8	Case Manager	2.00	13.79	15.17	21.51
2153	AS7	Chief Bailiff	1.00	14.24	15.66	22.17
2156	AS8	Compliance Officer	0.00	16.05	17.66	24.98
2160	-	Corrections-Part Time	2.00		(1)	
2154	CT9	County Board Coordinator	1.00	15.78	17.36	24.63
2155	AS4	Deputy Clerk	20.00	10.28	11.31	16.04
2157	CT9	Deputy Court Administrator	1.00	15.78	17.36	24.63
2158	-	Drug Court Counselor	1.00		(2)	
2161	CT9	Executive Secretary	1.00	15.78	17.36	24.57
2162	CT5	Intake Worker	0.00	10.66	11.73	16.62
2164	-	Judicial Interpreter	1.00		(3)	
2163	CT8	Judicial Secretary	0.00	13.77	15.15	21.44
2169	LT4	Office Assistant	1.00	8.67	9.54	13.04
2165	CT9	Office Coordinator	2.00	15.78	17.36	24.63
2167	-	Project Assistant - defined	0.85		(4)	
2168	-	Project Assistant	0.15		(4)	
2170	CT7B	Secretary A	0.10	12.85	14.14	20.01
2174	CT7B	Secretary A - Webmaster	1.10	12.85	14.14	20.01
2175	CT6	Secretary B	1.00	11.54	12.69	17.98
2185	AS8	Supervisor Deputy Clerk	<u>4.00</u>	16.05	17.66	24.98
		TOTAL	<u>49.90</u>			

(1) Salary set by the sheriff.

(2) Salary set by Drug Court Administrator dependent on grant funds received.

(3) Hourly rate set by the Judiciary.

(4) Represents multiple part-time positions with variable rates for various tasks; total salaries paid in 2014 cannot exceed \$20,400.

DEKALB COUNTY GOVERNMENT

FY 2014 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	22.26	24.49	36.51
2554	-	Assistant County Engineer	1.00	33.65	37.02	50.48
2570	-	Assistant ESDA Coordinator	0.10		(1)	2,600
2535	-	Assistant Historian	0.25		(1)	3,900
2506	-	Assistant Network Technician	1.00	18.85	20.74	30.92
2504	-	Assistant Network Tech Level II	1.00	20.73	22.80	34.01
2517	AS9	Building Inspector	0.20	18.22	20.04	28.38
2515	-	Chief Building Inspector	1.00	22.18	24.40	31.87
2521	-	Chief Deputy Coroner (Part-time)	0.25		(2)	
2522	SP3	Chief Deputy Sheriff	1.00	37.73	41.50	55.68
2523	-	Deputy Coroner (Part-time)	0.25		(2)	
2560	-	ESDA Coordinator	0.50		(1)	43,700
2524	AS9	Evidence Control Officer	0.50	18.22	20.04	28.38
2525	LT13	Executive Assistant	1.00	21.60	23.76	33.63
2528	-	GIS Analyst	1.00	22.26	24.49	36.51
2529	AS11	GIS Manager	1.00	23.86	26.25	37.18
2533	-	Historian	0.25		(1)	6,900
2534	-	Investigator	1.00	18.27	20.10	27.98
2536	-	Jury Commission Clerk (3)	0.50	13.77	15.15	21.44
2537	LT13	Lead Assistant Network Technician	1.00	21.61	23.77	33.63
2538	-	Lead Network Technician	1.00	24.47	26.92	38.52
2540	SP1	Lieutenant of Communications	1.00	38.91	42.80	63.82
2542	SP1	Lieutenant of Corrections	1.00	38.91	42.80	63.82
2545	SP1	Lieutenant of Patrol	1.00	38.91	42.80	63.82
2547	AS11	Maintenance Foreman - Hwy.	1.00	23.86	26.25	37.18
2549	-	Network Infrastructure Technician	1.00	22.26	24.49	36.51
2552	-	Network Security Specialist	1.00	23.36	25.70	37.51
2548	-	Network Technician	1.00	22.26	24.49	36.51
2530	M2	Operations Manager	1.00	24.31	26.74	41.39
2551	-	Program Compliance Oversight Monitor	0.00		(4)	
2550	-	Security Officer (3)	1.00	12.69	13.96	19.77
2553	-	Special Court Administrator	1.00		(3)	
2555	M2	Support Services Manager	<u>1.00</u>	24.31	26.74	41.39
TOTAL			<u>25.80</u>			

(1) Annual salary set by the County Board.

(2) Part-time Deputy Coroners are budgeted at a total cost of \$43,100 with the distribution to each deputy done at the discretion of the coroner.

(3) Salary set in conjunction with the Judiciary.

(4) Salary determined by grant parameters.

DEKALB COUNTY GOVERNMENT

FY 2014 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>	<u>Judiciary</u>
2507 Attorney-Level One	42,601	46,861	69,857	6.00	5.00	0.00
2508 Attorney-Level Two	56,800	62,480	93,141	6.00	2.00	0.00
2510 Attorney-Level Three	71,002	78,102	100,906	1.00	0.00	0.00
2519 Conflict Assistant Public Defender (1)			24,250	0.00	0.00	1.00
2511 Public Defender (2)				<u>0.00</u>	<u>1.00</u>	<u>0.00</u>
TOTALS				<u>13.00</u>	<u>8.00</u>	<u>1.00</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) Four individuals fill this part-time position; each earning \$24,250 and receiving IMRF and insurance benefits.

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

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

**CLERICAL, LABOR, AND SERVICE
REHAB AND 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	21.89
3106	CT6	Accounting Clerk B	2.65	9.80	10.78	16.60
3150	-	Administrative Secretary	1.00	11.66	12.83	18.52
3114	AS10	Care Plan Coordinator	1.00	19.74	21.71	32.83
3121	AS11	Clinical Support Service Coord.	1.00	22.01	24.21	37.04
3125	-	Groundskeeper	0.25	7.50	8.25	11.82
3131	AS9	Inservice Education Instructor	0.00	22.01	24.21	36.78
3155	CT6	Payroll Clerk	1.00	9.80	10.78	16.60
3120	-	Quality of Care Manager	0.00	22.01	24.21	36.78
3165	AS9	Restorative Nurse - RN	1.00	20.33	22.36	32.83
3166	-	Restorative Nurse - LPN	1.00	17.90	19.69	25.06
3173	AS10	RN Charge Nurse	3.00	20.33	22.36	32.83
3174	AS11	RN House Supervisor	3.00	22.01	24.21	36.78
3175	-	Schedule Coordinator	1.00	11.66	12.83	18.52
3182	AS8	Social Service Assistant	2.00	13.63	14.99	23.12
3183	-	Social Srvc/Med Records Tech	1.00	10.53	11.58	16.27
3187	AS9	Staff Nurse - RN	<u>18.50</u>	19.25	21.18	28.63
		TOTAL	<u>38.40</u>			

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

**ADMINISTRATIVE AND MID-MANAGEMENT
REHAB AND 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	23.11
3310	SP1	Assistant Director of Nursing	1.00	20.81	22.89	36.61
3315	AS8	Director of Environmental Services	1.00	13.66	15.03	23.20
3330	AS8	Community Life Coordinator	1.00	13.63	14.99	23.11
3335	AS10	Director of Dietary Services	1.00	17.70	19.47	29.98
3350	SP3	Director of Nursing	1.00	22.93	25.22	40.96
3355	-	Director of Rehabilitation	1.00	20.33	22.36	34.43
3360	AS10	Director of Social Services	1.00	17.70	19.47	29.98
3365	-	Director of Special Care Unit	1.00	25.29	27.82	38.09
		TOTAL	<u>10.00</u>			

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

The Nursing Home Manager is an out-sourced contract.

DEKALB COUNTY GOVERNMENT

FY 2014 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	34.93	38.42	56.03
3524	AS9	Communicable Disease Coord.	1.00	25.00	27.50	40.10
3530	-	Director of Administrative Services	1.00	22.45	24.70	34.80
3540	-	Dir. of Community Health & Prevention	1.00	33.27	36.60	53.36
3536	-	Director of Health Protection	1.00	29.09	32.00	46.71
3544	AS10	Family Planning Coordinator	1.00	25.00	27.50	40.10
3548	-	HIV/STD Clinical Team Leader	1.00	19.33	21.26	30.94
3581	-	Pediatric Services Coordinator	1.00	25.00	27.50	40.10
3595	-	WIC/FCM Program Coordinator	1.00	25.00	27.50	40.10
3596	-	WIC/FCM Team Leader	<u>1.00</u>	23.14	25.45	37.10
		TOTAL	<u>11.00</u>			

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

DEKALB COUNTY GOVERNMENT

FY 2014 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		(1)	
3715	-	Administrative Assistant	<u>1.00</u>	16.92	18.61	26.38
TOTAL			<u>2.00</u>			

(1) Salary set by the Mental Health Board.

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

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

NON-UNION COURT SERVICES

MANAGEMENT

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	2013	
				<u>APPROVED SALARY RANGE*</u>	
				Beginning <u>of Range</u>	Top of <u>Range</u>
4110	CSA10	Deputy Director	1.00	53,470	79,412
4125	CSA9	Supervisor - Juvenile	<u>1.00</u>	49,106	72,043
		TOTAL	<u><u>2.00</u></u>		

*Salaries are set by the 23rd Judicial Circuit.

Salary ranges for management personnel for 2014 were not available at time of printing.

CLERICAL

<u>CLASS NUMBER</u>	<u>HAY CODE</u>	<u>CLASSIFICATION</u>	<u>AUTHORIZED POSITIONS</u>	<u>APPROVED SALARY RANGE</u>		
				Beginning <u>of Range</u>	Maximum <u>Hiring</u>	Top of <u>Range</u>
4280	CT6	Admin. Clerk C	1.00	11.54	12.69	17.98
4270	CS4	Secretary A	<u>1.00</u>	12.68	13.95	20.75
		TOTAL	<u><u>2.00</u></u>			

DEKALB COUNTY GOVERNMENT

FY 2014 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>
4661	CT9	Executive Secretary	1.00	15.34	16.87	23.87
4664	CT5	Intake Worker	1.00	10.66	11.73	16.61
4663	AS9	Service Officer	3.00	18.31	20.14	28.52
4601	AS11	Superintendent	<u>1.00</u>	22.51	24.76	33.82
		TOTAL	<u>6.00</u>			

*Salaries are set by the Veterans' Assistance Commission, using these ranges as a guideline.

DEKALB COUNTY GOVERNMENT

FY 2014 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	19.00
5120	FP8	Corrections - Courthouse Security	3.00
5115	FP10	Corrections Sgt - Courthouse Security	1.00
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>93.00</u>

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

MAP PAY SCALES

CONTRACT PERIOD 12/01/2009 - 12/31/2013

		2.0% COLA	2.0% COLA	1.0% COLA	2.0% COLA	2.0% COLA	3.0% COLA	1.5% COLA
	Step	12-01-2009 thru 12-31-2010	01-01-2011 thru 06-30-2011	07-01-2011 thru 12-31-2011	01-01-2012 thru 06-30-2012	07-01-2012 thru 12-31-2012	01-01-2013 thru 06-30-2013	07-01-2013 thru 12-31-2013
Communications	0	17.71	18.06	18.24	18.61	18.98	19.55	19.84
	1	19.03	19.41	19.61	20.00	20.40	21.01	21.33
	2	20.35	20.76	20.96	21.38	21.81	22.46	22.80
	3	21.70	22.13	22.35	22.80	23.25	23.95	24.31
	4	22.99	23.45	23.69	24.16	24.64	25.38	25.76
	5	24.03	24.51	24.76	25.25	25.76	26.53	26.93
	6	25.10	25.60	25.86	26.38	26.91	27.71	28.13
	7	26.05	26.57	26.84	27.37	27.92	28.76	29.19
Communications Sergeants	0	28.20	28.77	29.05	29.64	30.23	31.14	31.60
	1	29.06	29.64	29.94	30.54	31.15	32.08	32.56
	2	29.88	30.47	30.78	31.39	32.02	32.98	33.48
Corrections	0	21.11	21.54	21.75	22.19	22.63	23.31	23.66
	1	22.64	23.10	23.33	23.79	24.27	25.00	25.37
	2	24.23	24.71	24.96	25.46	25.96	26.74	27.14
	3	25.77	26.28	26.54	27.07	27.62	28.44	28.87
	4	27.41	27.96	28.24	28.80	29.38	30.26	30.71
	5	28.63	29.20	29.50	30.09	30.69	31.61	32.08
	6	29.89	30.48	30.79	31.40	32.03	32.99	33.49
Corrections Sergeants	0	32.28	32.93	33.26	33.92	34.60	35.64	36.17
	1	33.30	33.97	34.31	34.99	35.69	36.77	37.32
	2	34.24	34.93	35.28	35.98	36.70	37.80	38.37
Detectives & Patrol	0	21.73	22.16	22.38	22.83	23.29	23.98	24.34
	1	23.48	23.95	24.19	24.67	25.17	25.92	26.31
	2	25.20	25.71	25.97	26.48	27.01	27.82	28.24
	3	26.90	27.44	27.71	28.26	28.83	29.69	30.14
	4	28.66	29.24	29.53	30.12	30.72	31.64	32.12
	5	30.45	31.06	31.37	31.99	32.63	33.61	34.12
Detectives & Patrol Sergeants	0	32.92	33.57	33.91	34.59	35.28	36.34	36.88
	1	33.94	34.61	34.96	35.66	36.37	37.46	38.03
	2	34.90	35.60	35.96	36.68	37.41	38.53	39.11

THIS CONTRACT WAS UNDER NEGOTIATION AT THE TIME OF PRINTING.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

OPERATING ENGINEERS UNION

<u>Class</u>		<u>Hay</u>	<u>Authorized</u>
<u>Number</u>	<u>Classification</u>	<u>Code</u>	<u>Positions</u>
5305	Maintainer	-	9.00
5310	Maintenance	-	1.00
5320	Mechanic	-	2.00
5330	Traffic Control Tech	-	<u>2.00</u>
	TOTAL		<u>14.00</u>

<u>Class</u>	<u>Classification</u>	<u>Starting/Hiring</u>		<u>Starting/Hiring & Standard Rates</u>		
		<u>First 12</u>	<u>Second 12</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>
<u>Number</u>		<u>months</u>	<u>months</u>			
5305	Maintainer	80% of start rate	90% of start rate	26.46	26.59	26.99
5310	Maintenance			21.22	21.33	21.65
5320	Mechanic			26.46	26.59	26.99
5320	Mechanic A*			26.97	27.10	27.51
5330	Traffic Control Tech			26.46	26.59	26.99
5330	Traffic Control Tech A*			26.97	27.10	27.51

*Hire date before 12/01/2006.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

**AFSCME UNION
SYCAMORE & HIGHWAY CAMPUSES**

APPROVED
SALARY RANGE

<u>CLASS NUMBER</u>	<u>CLASSIFICATION</u>	<u>HAY CODE</u>	<u>AUTHORIZED POSITIONS</u>	<u>Beginning of Range</u>	<u>Maximum Hiring</u>	<u>Top of Range</u>
5505	Accounting Clerk A	AC7A	2.00	14.37	15.81	22.76
5506	Accounting Clerk B	AC6	0.00	11.56	12.72	18.31
5507	Administrative Assistant	AC7A	1.00	14.37	15.81	22.76
5509	Administrative Clerk A	AC8	1.00	13.75	15.13	21.76
5510	Administrative Clerk B	AC7	2.00	12.56	13.82	19.88
5511	Administrative Clerk C	AC6	4.72	11.56	12.72	18.31
5515	Administrative Secretary	AC8	2.00	13.75	15.13	21.76
5519	Assistant Planner	AA9	1.00	18.25	20.08	28.88
5520	Cartographer (unfunded)	AA8	0.00	16.05	17.66	25.41
5523	Chief Deputy of Assessments	AA9	1.00	18.25	20.08	28.88
5524	Chief Deputy of Elections	AA8	1.00	16.05	17.66	25.41
5527	Chief Deputy Recorder	AA9	1.00	18.25	20.08	28.88
5530	Chief Deputy Treasurer	AA9	1.00	18.25	20.08	28.88
5531	Clerk/Typist (unfunded)	AC3	0.00	9.36	10.30	14.84
5580	Code Enforcement Tech.	AA8	1.00	16.05	17.66	25.41
5542	Engineering Tech II (unfunded)	AL10B	0.00	14.69	16.16	23.27
5543	Engineering Technician III	AL11	3.00	17.78	19.56	28.16
5555	General Maintenance	AL9A	1.85	13.17	14.49	20.85
5553	GIS Technician (unfunded)	AA8	0.00	16.05	17.66	25.41
5549	Housekeeper/Custodian II (unfunded)	AC4	0.00	9.07	9.98	14.10
5551	Legal Secretary B	AC7	7.95	12.56	13.82	19.88
5556	Maintenance II	AL10B	3.00	14.69	16.16	23.27
5557	Maintenance III	AL10A	1.00	16.32	17.95	25.83
5560	Maintenance Supervisor	AL12	1.00	17.95	19.75	28.40
5563	Mapper - Appraiser I	AA7	1.00	14.26	15.69	22.59
5564	Mapper - Appraiser II	AA8	1.00	16.05	17.66	25.41
5567	Office Assistant A	AC5	1.00	10.67	11.74	16.89
5568	Office Assistant B	AC4	4.70	9.98	10.98	15.81
5571	Office Coordinator	AC9	0.00	15.20	16.72	24.04
5574	Offset Printer	AA4	1.00	10.28	11.31	16.30
5575	Permit / Inventory Tech III	AL11	1.00	17.78	19.56	28.16
5583	Secretary B	AC6	4.50	11.56	12.72	18.31
5585	Tax Extension Clerk	AA8	1.00	16.05	17.66	25.40
5589	Victim/Witness Assistant	AA7	<u>1.00</u>	14.26	15.69	22.59
	TOTAL		<u>52.72</u>			

DEKALB COUNTY GOVERNMENT

FY 2014 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>
5603	-	Accounting Assistant	1.00	14.29	15.72	21.70
5604	CT7A	Accounting Clerk A	2.00	16.04	17.64	24.41
5608	CT6	Administrative Clerk C	2.00	12.55	13.81	19.09
5612	LT7A	Animal Control Warden	2.00	14.59	16.05	22.21
5647	-	Health Educator	2.00	18.91	20.80	28.77
5660	-	Licensed Env Hlth Practitioner	2.00	20.67	22.74	29.90
5688	AS8	LEHP in Training	1.00	19.17	21.09	29.19
5668	AS7	Nutritionist	2.00	18.91	20.80	28.77
5672	CT4	Office Assistant B	1.00	11.10	12.21	16.90
5682	-	Public Health Associate	1.00	15.50	17.05	23.59
5684	AS9	Public Health Nurse	6.40	21.49	23.64	33.80
5625	CT6	Secretary/Case Manager Asst	1.00	12.55	13.81	19.09
5693	CT6	Secretary B	<u>5.00</u>	12.55	13.81	19.09
		TOTAL	<u>28.40</u>			

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

**AFSCME UNION
REHAB AND 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	Community Life Aide	7.75	8.30	9.13	13.10
5918	NL9B	Cook II	3.50	9.43	10.37	15.00
5922	NL3	Dietary Aide	18.00	8.25	9.08	11.76
5930	NL3	Housekeeping Aide	9.00	8.25	9.08	11.76
5935	NL3	Laundry Worker I	4.00	8.25	9.08	11.76
5917	-	Lead Cook	1.00	10.88	11.97	16.35
5919	-	Lead Housekeeper	1.00	8.27	9.10	14.03
5939	NL8	Maintenance I	1.00	10.70	11.77	17.11
5946	LT12	Maintenance Supervisor	1.00	15.51	17.06	25.47
5951	-	Nurse's Assistant - CNA	68.00	11.23	12.35	16.42
5963	NC4	Receptionist	2.00	8.91	9.80	14.16
5969	NS4	Restorative Aide	4.00	11.44	12.58	16.95
5986	-	Staff Nurse - LPN	6.25	16.97	18.67	23.75
5993	-	Unit Clerk	1.00	11.17	12.29	15.21
5994	-	Unit Assistant	3.50	8.68	9.55	13.37
5995	NC6	Ward Secretary	<u>2.00</u>	12.04	13.24	17.55
TOTAL			<u>133.00</u>			

DEKALB COUNTY GOVERNMENT

FY 2014 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	6.00
6740	TP9	Pre-Trial Officer	<u>2.00</u>
TOTAL			<u>15.00</u>

2013

Approved Salary Range

	<u>Hourly*</u>	<u>Annual</u>
Probation Officers	19.18 - 27.93	37,407 - 54,470
Special Unit Officers	20.59 - 30.04	40,141 - 58,569

*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 2014 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	10.05	11.06	14.21
7106	-	Park Manager	1.00	15.04	16.54	23.82
7130	-	Natural Resource Manager	1.00		21.39	
7110	-	Maintenance - Part Time	0.85	8.54	9.39	12.90
7115	LT12A	Maintenance Supervisor	1.00	18.32	20.15	29.49
7120	-	Secretary - Financial Support *	0.00		73.60	monthly
7120	-	Secretary - Office*	0.00		12.73	hourly
7120	-	Secretary - Office*	0.00		61.80	monthly
7125		Secretary - Parks* (telephone reimbursement for prk mgrs phone)	<u>0.00</u>		25.00	monthly
TOTAL			<u>5.35</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.

DEKALB COUNTY GOVERNMENT

FY 2014 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. Technical Judges will receive an additional \$60.00.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

NON-UNION LONGEVITY PLAN

<u>Hired Before January 1st</u>	<u>Full Years of Service</u>	<u>Pay Period Amount</u>	<u>Annual Amount</u>
2014	0	0	0
2013	1	0	0
2012	2	0	0
2011	3	0	0
2010	4	0	0
2009	5	14.00	364.00
2008	6	17.00	442.00
2007	7	19.00	494.00
2006	8	22.00	572.00
2005	9	24.00	624.00
2004	10	27.00	702.00
2003	11	40.00	1,040.00
2002	12	44.00	1,144.00
2001	13	47.00	1,222.00
2000	14	51.00	1,326.00
1999	15	54.00	1,404.00
1998	16	68.00	1,768.00
1997	17	71.00	1,846.00
1996	18	75.00	1,950.00
1995	19	78.00	2,028.00
1994	20	82.00	2,132.00
1993	21	110.00	2,860.00
1992	22	114.00	2,964.00
1991	23	117.00	3,042.00
1990	24	121.00	3,146.00
1989	25	124.00	3,224.00
1988	26	143.00	3,718.00
1987	27	146.00	3,796.00
1986	28	150.00	3,900.00
1985	29	153.00	3,978.00
1984	30 or more	157.00	4,082.00

Pay period amounts reflect 26 pay periods per year.

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 is in an insurance eligible position, 100% of longevity is paid; if regularly scheduled hours are 20 hours or less per pay period, no longevity is paid; otherwise 50% is paid.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

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

<u>Hired Before January 1st</u>	<u>Full Years of Service</u>	<u>Pay Period Amount</u>	<u>Annual Amount</u>
2014	0	0	0
2013	1	0	0
2012	2	0	0
2011	3	0	0
2010	4	13.54	352.00
2009	5	15.35	399.00
2008	6	18.16	472.00
2007	7	19.97	519.00
2006	8	22.77	592.00
2005	9	24.58	639.00
2004	10	27.39	712.00
2003	11	29.20	759.00
2002	12	32.00	832.00
2001	13	33.81	879.00
2000	14	36.62	952.00
1999	15	38.43	999.00
1998	16	51.24	1,332.00
1997	17	53.04	1,379.00
1996	18	55.85	1,452.00
1995	19	57.66	1,499.00
1994	20	60.47	1,572.00
1993	21	77.27	2,009.00
1992	22	80.08	2,082.00
1991	23	81.89	2,129.00
1990	24	84.70	2,202.00
1989	25	86.50	2,249.00
1988	26	94.31	2,452.00
1987	27	96.12	2,499.00
1986	28	98.93	2,572.00
1985	29	100.74	2,619.00
1984	30	103.54	2,692.00
1983	31	105.35	2,739.00
1982	32	108.16	2,812.00
1981	33	109.97	2,859.00
1980	34	112.77	2,932.00
1979	35 or more	114.58	2,979.00

Pay period amounts reflect 26 pay periods per year.

If an employee works the required hours to be 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 2014 BUDGET

MAP UNION LONGEVITY PLAN

<u>Hired Before January 1st</u>	<u>Full Years of Service</u>	<u>Pay Period Amount</u>	<u>Annual Amount</u>
2014	0	0	0
2013	1	0	0
2012	2	0	0
2011	3	0	0
2010	4	0	0
2009	5	0	0
2008	6	0	0
2007	7	0	0
2006	8	25.39	660.00
2005	9	30.00	780.00
2004	10	34.62	900.00
2003	11	39.24	1,020.00
2002	12	43.85	1,140.00
2001	13	48.47	1,260.00
2000	14	53.08	1,380.00
1999	15	57.70	1,500.00
1998	16	62.31	1,620.00
1997	17	66.93	1,740.00
1996	18	71.54	1,860.00
1995	19	76.16	1,980.00
1994	20	80.77	2,100.00
1993	21	85.39	2,220.00
1992	22	90.00	2,340.00
1991	23	94.62	2,460.00
1990	24	99.24	2,580.00
1989	25 or more	103.85	2,700.00

Pay period amounts reflect 26 pay periods per year.

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.

THIS CONTRACT WAS UNDER NEGOTIATION AT THE TIME OF PRINTING.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

PAID HOURS OFF PROGRAM

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

	<u>Years</u>	<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	0.1150	30.0	600 hrs	N/A	60 days
	5-14	0.1330	34.5	600 hrs	N/A	60 days
	15+	0.1616	42.0	600 hrs	N/A	60 days

*PHO's are accrued on non-overtime hours paid, excluding funeral leave and jury duty pay.

**Accrual rates for the MAP union changed effective January 1, 2013. The accrual rates in 2012 were 0.115 (0.5-4 years), 0.133 (5-14 years), and 0.150 (15+ years).

Employees will be paid for holidays during the first six months of their employment providing the scheduled day before and the scheduled day after the holiday are worked.

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.

Emergency PHO's may be used at the discretion of the department head for reasons of illness and personal emergency only.

Leave for vacation purposes shall be arranged with due regard for the operating needs of the County. Each department head is responsible for vacation scheduling within his or her department that shall best meet the needs of the department and reconcile vacation preferences of employees with County workloads.

The DeKalb County Board adopted this policy on November 16, 2005. This policy replaces the previous policy.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

HOLIDAY SCHEDULES

	All Groups Except Those <u>at Right</u>	Health <u>Department</u>	<u>MAP</u>	Nursing <u>Home</u>	Mental <u>Health</u>
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		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
Veterans' Day	X	X			X
Thanksgiving Day	X	X	X	X	X
Day after Thanksgiving	X	X	X	X	
Christmas Eve		1/2	X	X	1/2
Christmas Day	X	X	X	X	X
New Year's Eve		1/2	X		
Total Holidays in 2014	12.00	13.50	12.00	9.00	12.50

Total Holidays in 2013	13.00	13.50	13.00	9.00	12.50
Total Holidays in 2012	14.00	13.50	14.00	9.00	12.50
Total Holidays in 2011	13.00	13.50	13.00	9.00	12.50
Total Holidays in 2010	14.00	13.50	14.00	9.00	12.50
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

DEKALB COUNTY GOVERNMENT

FY 2014 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. 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.

3. SLEP EMPLOYEE RATE

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

4. IMRF/FLEX RESOLUTION

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

5. IMRF/MILITARY SERVICE CREDIT RESOLUTION

The resolution to allow the purchase of up to 48 months of military service for IMRF service credit was passed on February 20, 2008.

6. COBRA ADMINISTRATIVE FEE

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

7. FLEXIBLE BENEFITS PROGRAM

The first Flexible Benefits Plan Document was effective on January 1, 1990; restated as of January 1, 2003; and last amended (amendment #3) on July 21, 2010. The Reimbursement Plan Administrator changed from Ceridian to PayFlex on January 1, 2011. The Plan was restated as of November 21, 2012 and again on January 16, 2013.

8. FISCAL YEAR CHANGE

The fiscal year was changed to be a calendar year with the FY 2008 budget effective January 1, 2008. This caused FY 2007 to be 13 months long and run from December 1, 2006 through December 31, 2007.

9. PHO BUY-DOWN

Effective with the FY 2008 budget, the non-union Paid Hours Off (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 were tracked by the Finance Office. This option was offered in FY 2008 and FY 2009 but was eliminated in FY 2010.

10. DEPARTMENT ADJUSTMENT

Effective with FY 2008 (January 1, 2008), the Facilities Management Office became a part of the General Fund.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

MISCELLANEOUS INFORMATION

(continued)

11. 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 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; 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.

12. Deferred Compensation Limits

<u>Year</u>	<u>Maximum Deferral</u>	<u>Year</u>	<u>Maximum Deferral</u>
2005	14,000	2010	16,500
2006	15,000	2011	16,500
2007	15,500	2012	17,000
2008	15,500	2013	17,500
2009	16,500	2014	17,500

13. NON-UNION LONGEVITY PLAN

The non-union longevity plan was adopted November 17, 1999, and amended on January 1, 2008, January 1, 2009, and January 1, 2013.

14. UNEMPLOYMENT BENEFITS

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

15. PUBLIC DEFENDER'S 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.

16. HEALTH INSURANCE BUYOUT PROGRAM

The Health Insurance Buyout Program was first effective with the 1994 calendar year.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

NON-UNION SALARY INCREASE HISTORY

<u>YEAR</u>	<u>COLA</u>	<u>MERIT</u>
FY 2014	1.00%	0.00%
FY 2013	1.00%	0.00%
FY 2012*	3.50%	0.00%
FY 2011	1.30%	0.00%
FY 2010	0.10%	0-1.9%
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%

*In 2012, a 1.5% increase was awarded on January 1st, and a 2% increase was awarded on March 25th.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

IMRF/SLEP EMPLOYER RATE HISTORY

COUNTY

<u>CALENDAR YEAR</u>	<u>IMRF ACTUAL RATE</u>	<u>IMRF PHASE-IN RATE</u>	<u>IMRF DEPT W/H RATE</u>	<u>SLEP ACTUAL RATE</u>	<u>SLEP PHASE-IN RATE</u>	<u>SLEP DEPT W/H RATE</u>
2014	11.75%	N/A	11.00%	22.15%	N/A	22.15%
2013	12.07%	N/A	10.50%	22.26%	N/A	22.26%
2012	11.57%	N/A	10.00%	21.78%	N/A	21.78%
2011	11.25%	10.47%	9.50%	21.23%	21.19%	21.23%
2010	11.06%	9.52%	9.00%	21.56%	19.56%	19.56%
2009	8.65%	N/A	8.50%	18.17%	N/A	18.17%
2008	8.59%	N/A	8.00%	17.81%	N/A	17.81%
2007	8.79%	N/A	7.50%	17.44%	N/A	17.44%
2006	9.40%	N/A	7.00%	16.89%	N/A	16.89%
2005	8.43%	N/A	6.50%	16.52%	N/A	16.52%
2004	.95%	N/A	6.00%	14.54%	N/A	14.54%
2003	.91%	N/A	6.00%	12.94%	N/A	12.94%
2002	6.00%	N/A	6.00%	13.13%	N/A	13.13%
2001	6.00%	N/A	6.00%	14.95%	N/A	14.95%

FOREST PRESERVE DISTRICT

<u>CALENDAR YEAR</u>	<u>FOREST PRESERVE ACTUAL RATE</u>	<u>FOREST PRESERVE PHASE-IN RATE</u>	<u>FOREST PRESERVE DEPT W/H RATE</u>
2014	12.79%	N/A	12.79%
2013	13.57%	N/A	13.57%
2012	13.56%	N/A	13.56%
2012	13.56%	N/A	13.56%
2011	15.27%	N/A	15.27%
2010	16.00%	14.61%	14.61%
2009	13.28%	N/A	13.28%
2008	12.94%	N/A	12.94%
2007	12.52%	N/A	12.52%
2006	14.73%	N/A	14.73%
2005	12.50%	N/A	12.50%
2004	11.98%	N/A	11.98%
2003	9.44%	N/A	9.44%
2002	8.87%	N/A	8.87%
2001	9.00%	N/A	9.00%

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

EARNINGS STATISTICS

<u>Calendar Year</u>	<u>Gross Earnings</u>	<u>FICA Earnings</u>	<u>Medicare Earnings</u>	<u>Fed/State Earnings</u>	<u>IMRF Earnings</u>	<u>SLEP Earnings</u>
<u>2012</u>						
County	25,959,404	24,408,002	24,541,134	22,731,895	17,473,679	6,904,785
Forest Preserve	337,846	332,686	332,686	289,523	282,514	0
Total	<u>26,297,250</u>	<u>24,740,688</u>	<u>24,873,820</u>	<u>23,021,418</u>	<u>17,756,193</u>	<u>6,904,785</u>
<u>2011</u>						
County	25,692,276	24,160,465	24,363,660	22,546,884	17,880,681	6,589,662
Forest Preserve	315,995	310,349	310,349	267,769	271,228	0
Total	<u>26,008,271</u>	<u>24,470,814</u>	<u>24,674,009</u>	<u>22,814,653</u>	<u>18,151,909</u>	<u>6,589,662</u>
<u>2010</u>						
County	26,137,315	24,522,948	24,743,682	22,860,970	18,160,261	6,576,845
Forest Preserve	298,030	288,640	288,640	245,623	264,264	0
Total	<u>26,435,345</u>	<u>24,811,588</u>	<u>25,032,322</u>	<u>23,106,593</u>	<u>18,424,525</u>	<u>6,576,845</u>
<u>2009</u>						
County	25,983,808	24,536,472	24,755,720	22,891,143	18,035,979	6,452,786
Forest Preserve	307,735	298,315	298,315	254,407	269,221	0
Total	<u>26,291,542</u>	<u>24,834,786</u>	<u>25,054,035</u>	<u>23,145,550</u>	<u>18,305,200</u>	<u>6,452,786</u>
<u>2008</u>						
County	24,834,814	23,418,050	23,654,331	21,819,481	17,232,771	6,053,130
Forest Preserve	277,962	265,742	265,742	226,564	252,510	0
Total	<u>25,112,776</u>	<u>23,683,792</u>	<u>23,920,073</u>	<u>22,046,045</u>	<u>17,485,281</u>	<u>6,053,130</u>
<u>2007</u>						
County	23,260,027	21,987,667	22,126,712	20,441,360	16,349,624	5,579,531
Forest Preserve	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 Preserve	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 Preserve	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>

DEKALB COUNTY GOVERNMENT

FY 2014 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>2012</u>					
County	621	809	185	187	631
Forest Preserve	7	14	1	1	14
Total	<u>628</u>	<u>823</u>	<u>186</u>	<u>188</u>	<u>645</u>
<u>2011</u>					
County	622	828	173	186	633
Forest Preserve	9	14	2	1	14
Total	<u>631</u>	<u>842</u>	<u>175</u>	<u>187</u>	<u>647</u>
<u>2010</u>					
County	637	850	158	215	646
Forest Preserve	9	12	1	1	13
Total	<u>646</u>	<u>862</u>	<u>159</u>	<u>216</u>	<u>659</u>
<u>2009</u>					
County	676	882	185	157	703
Forest Preserve	8	13	1	1	13
Total	<u>684</u>	<u>895</u>	<u>186</u>	<u>158</u>	<u>716</u>
<u>2008</u>					
County	650	900	239	214	675
Forest Preserve	6	13	1	3	13
Total	<u>656</u>	<u>913</u>	<u>240</u>	<u>217</u>	<u>688</u>
<u>2007</u>					
County	632	889	242	224	650
Forest Preserve	6	14	2	3	15
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 Preserve	5	11	1	0	16
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 Preserve	5	12	1	0	15
Total	<u>618</u>	<u>865</u>	<u>203</u>	<u>203</u>	<u>644</u>

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

UNEMPLOYMENT STATISTICS

	<u>Unemployment Earnings</u>	<u>Unemployment Tax Rate</u>	<u>Unemployment Taxes Paid</u>	<u>Unemployment Wage Base</u>	<u>Minimum Unemployment Tax Rate</u>
<u>2012</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	337,846	0.55%	677	13,560	0.55%
Total	<u>337,846</u>		<u>677</u>		
<u>2011</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	315,995	0.7%	759	12,740	0.7%
Total	<u>315,995</u>		<u>759</u>		
<u>2010</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	298,030	0.65%	626	12,520	0.65%
Total	<u>298,030</u>		<u>626</u>		
<u>2009</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	307,735	0.6%	594	12,300	0.6%
Total	<u>307,735</u>		<u>594</u>		
<u>2008</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	277,962	0.8%	651	12,000	0.8%
Total	<u>277,962</u>		<u>651</u>		
<u>2007</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	246,578	1.0%	754	11,500	1.0%
Total	<u>246,578</u>		<u>754</u>		
<u>2006</u>					
County	N/A*	N/A*	N/A*	N/A*	N/A*
Forest Preserve	227,389	1.1%	697	11,000	1.1%
Total	<u>227,389</u>		<u>697</u>		
<u>2005</u>					
County	20,100,959	1.6%	106,029	10,500	1.2%
Forest Preserve	222,685	1.2%	813	10,500	1.2%
Total	<u>20,323,644</u>		<u>106,842</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 taxes.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

FLEXIBLE BENEFITS STATISTICS

A. UNREIMBURSED MEDICAL EXPENSES

<u>YEAR</u>	<u>CONTRIBUTIONS</u>	<u>PARTICIPANTS</u>
2012	\$139,213	76
2011	\$135,140	81
2010	\$136,675	79
2009	\$136,750	78
2008	\$131,999	91
2007	\$113,135	82
2006	\$ 97,545	73
2005	\$104,780	84
2000	\$ 67,913	83

B. DEPENDENT CARE EXPENSES

<u>YEAR</u>	<u>CONTRIBUTIONS</u>	<u>PARTICIPANTS</u>
2012	\$22,499	5
2011	\$20,999	6
2010	\$22,257	7
2009	\$22,250	6
2008	\$23,800	6
2007	\$22,614	5
2006	\$18,397	6
2005	\$16,380	5
2000	\$66,892	18

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

UNION CONTRACT SUMMARY

UNION -----	AUTHORIZED POSITIONS		ORIGINAL CONTRACT DATE	CURRENT CONTRACT			
	FUNDED	UNFUNDED		BOARD ADOPTED DATE*	START DATE	END DATE	STATUS
AFSCME-SYCAMORE AND HIGHWAY CAMPUSES	52.72	4.50	12/01/1988	5/15/2013	1/1/2013	12/31/2015	SETTLED
AFSCME-PUBLIC HEALTH	28.40	13.70	06/01/2008	5/30/2013	1/1/2013	12/31/2015	SETTLED
AFSCME-REHAB & NURSING CTR	133.00	0.00	09/21/1994	6/24/2013	1/1/2013	12/31/2015	SETTLED
MAP/FOP	93.00	2.00	12/01/1984	02/16/2010	12/1/2009	12/31/2013	UNDER NEGOTIATION
OPERATING ENGINEERS-HWY	14.00	0.00	12/20/2006	5/15/2013	1/1/2013	12/31/2014	SETTLED
TEAMSTERS-COURT SERVICES	<u>15.00</u>	<u>0.00</u>	12/01/1992	N/A	12/1/2012	11/30/2013	UNDER NEGOTIATION
TOTAL-6 BARGAINING UNITS	<u>336.12</u>	<u>20.20</u>					

*or Arbitrator's Award Date

2013 Union Dues

AFSCME: (All Units, Biweekly)

Full-Time: \$18.20

75% Time: \$13.65

50% Time: \$ 9.22

MAP/FOP: (Biweekly)

\$15.23

OPERATING ENGINEERS: (Biweekly)

Administrative Dues: Varies per employee, ranging from ~\$33.00 to ~ \$42.00

Membership Dues: \$11.77

TEAMSTERS: (Monthly)

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

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

NON-UNION HEALTH INSURANCE RATES PER MONTH

(Effective January 1, 2014)

<u>Coverage Category</u>	<u>Preferred Provider Option</u>			<u>High Deductible Health Plan</u>		
	Retiree			Retiree		
	<u>Single</u>	<u>& Spouse</u>	<u>Family</u>	<u>Single</u>	<u>& Spouse</u>	<u>Family</u>
Active-Working-Employee	248.00		572.00	208.00		482.00
Active-Working-Employer	<u>744.00</u>		<u>1,716.00</u>	<u>624.00</u>		<u>1,446.00</u>
Total	992.00		2,288.00	832.00		1,928.00
Active-On Leave-Employee	992.00		2,288.00	832.00		1,928.00
Retired Non-Medicare	992.00	1,786.00	2,288.00	832.00	1,504.00	1,928.00
Retired-Medicare	696.00		1,392.00	592.00		1,176.00
COBRA Non-Medicare	1,012.00		2,334.00	849.00		1,967.00
COBRA Medicare	710.00		1,420.00	604.00		1,200.00
Buyout	3,000/yr		3,000/yr	3,000/yr		3,000/yr
Employer HSA Contributions	N/A		N/A	52.00/pay		118.00/pay

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

INSURANCE BENEFIT NOTES

(Effective January 1, 2014)

1. **RETIRED** Retirees are eligible to continue health insurance coverage until age 65. After age 65, coverage may be continued as a secondary policy to Medicare at a reduced rate. To be eligible for this benefit, the retiree must be eligible for an IMRF/SLEP retirement pension. Retirees pay the entire cost of the insurance premium.
2. **COBRA** COBRA coverage is generally available to terminated employees for 18 months or until the person reaches age 65. (See the COBRA law for more exact provisions.) Employees pay the entire cost of the insurance premium, plus a 2% administrative fee.
3. **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 \$48,000 of coverage at an employer cost of \$6.72 per month.
4. **TAXES** Federal, State, and FICA/Medicare taxes are not paid on an employee's health insurance deduction unless the employee elects to complete a form requesting otherwise.
5. **FAMILY LEAVE** Insurance may be continued for up to 12 weeks for an approved Family Leave. Employees are responsible for the portion of the premium they would have paid had they been working. The employer will continue to provide life insurance during the Family Leave.
6. **GEN LEAVE** Insurance may be continued for up to one year for an approved General Leave of Absence. After that time period, the COBRA option is available. Employees are responsible for the entire premium for health and life insurance.
7. **DISABILITY** Employees who are receiving IMRF/SLEP disability benefits may elect to continue insurance coverage until the end of the disability period. Employees are responsible for the appropriate portion of premiums, dependent upon the type of leave.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

HISTORY OF HEALTH INSURANCE RATES

TRADITIONAL PPO PLAN

YEAR	COMPANY	PLAN NUMBER	SINGLE			FAMILY		
			TOTAL	EMPLOYEE*	EMPLOYER*	TOTAL	EMPLOYEE*	EMPLOYER*
2014	SELF	P77049	992.00	248.00	744.00	2,288.00	572.00	1,716.00
2013	BC/BS	P14634	896.00	224.00	672.00	2,074.00	518.00	1,556.00
2012	BC/BS	P14634	740.00	136.00	604.00	1,710.00	464.00	1,246.00
2011	BC/BS	P14634	686.00	126.00	560.00	1,586.00	432.00	1,154.00
2010	BC/BS	P14634	660.00	122.00	538.00	1,526.00	414.00	1,112.00
2005	BC/BS	P14634	500.00	94.00	406.00	1,154.00	320.00	834.00
2000	SELF	DEK188	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	136.00	307.00	38.00	269.00
1985	AETNA	394938	93.97	0	93.97	230.52	46.52	184.00

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

HIGH DEDUCTIBLE HEALTH PLAN

YEAR	COMPANY	PLAN NUMBER	SINGLE			FAMILY		
			TOTAL	EMPLOYEE*	EMPLOYER*	TOTAL	EMPLOYEE*	EMPLOYER*
2014	SELF	P77050	832.00	208.00	624.00	1,928.00	482.00	1,446.00
2013	BC/BS	P39963	756.00	188.00	568.00	1,744.00	436.00	1,308.00

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

HISTORY OF HEALTH INSURANCE BUYOUT PAYMENTS

YEAR	AMOUNT	YEAR	AMOUNT
2014	3,000.00	2007	1,500.00
2013	2,800.00	2006	1,500.00
2012	2,600.00	2005	1,500.00
2011	2,400.00	2004	1,200.00
2010	2,200.00	2003	1,200.00
2009	2,100.00	2002	1,200.00
2008	1,800.00	2001	1,200.00

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

HEALTH INSURANCE CENSUS HISTORY

<u>DATE</u>	<u>SINGLE</u>	<u>FAMILY</u>	<u>TOTAL*</u>	<u>BUYOUT</u>	<u>REFUSAL</u>	<u>GRAND TOTAL</u>
December 2013	137	154	291	104	49	444
December 2012	143	168	311	87	57	368
December 2011	154	170	324	89	42	366
December 2010	160	173	333	93	45	378
December 2009	188	169	357	103	25	485
December 2008	183	166	349	91	27	376
December 2007	161	174	335	79	27	362
December 2006	153	192	345	80	31	376
December 2005	161	179	340	67	30	370
December 2004	160	189	349	67	25	374
December 2003	154	199	353	63	24	377
December 2002	138	207	345	50	34	379
December 2001	140	187	327	44	30	357
December 2000	133	180	313	38	24	337
December 1995	189	123	312	53	0	312
December 1990	142	198	340	0	0	340

*Does not include COBRA or retiree policies.

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

HEALTH INSURANCE CENSUS DETAIL

Breakdown of Lives

			<u>Family Tiers</u>			<u>EE</u>	<u>Breakdown of Lives</u>				<u>Total Lives</u>
	<u>Single</u>	<u>Family</u>	<u>Spouse + Children</u>	<u>Spouse Only</u>	<u>Children Only</u>		<u>Spouses w/no Children</u>	<u>Spouses with Children</u>	<u>Children w/one Parent</u>	<u>Children w/both Parents</u>	
AFSCME - Sycamore	16	20	10	8	2	36	8	10	3	17	74
AFSCME - NH	39	10	8	2	0	49	2	8	0	18	77
AFSCME - Health	10	10	8	2	0	20	2	8	0	12	42
MAP	17	45	35	6	4	62	6	35	7	77	187
Teamsters	7	1	0	1	0	8	1	0	0	0	9
Non-Union - NH	14	21	11	7	3	35	7	11	10	17	80
Non-Union - Health	1	8	2	3	3	9	3	2	5	3	22
Non-Union - Other	<u>33</u>	<u>39</u>	<u>22</u>	<u>14</u>	<u>3</u>	<u>72</u>	<u>14</u>	<u>22</u>	<u>6</u>	<u>40</u>	<u>154</u>
December 2013 Totals	<u>137</u>	<u>154</u>	<u>96</u>	<u>43</u>	<u>15</u>	<u>291</u>	<u>43</u>	<u>96</u>	<u>31</u>	<u>184</u>	<u>645</u>
December 2012 Totals	143	168	103	49	16	311	49	103	30	205	698
December 2011 Totals	154	170	105	49	16	324	49	104	32	211	720

DEKALB COUNTY GOVERNMENT

FY 2014 BUDGET

NON-UNION EMPLOYEE BENEFITS

<u>CATEGORY</u>		<u>FY 2014</u>		<u>FY 2013</u>	
		<u>Preferred Provider</u>	<u>High Deductible</u>	<u>Preferred Provider</u>	<u>High Deductible</u>
1. Health Insurance - Single (non-union rates)	Employee/Month	\$ 248	\$ 208	\$ 224	\$ 188
	Employer/Month	744	624	672	568
	Total	<u>\$ 992</u>	<u>\$ 832</u>	<u>\$ 896</u>	<u>\$ 756</u>
2. Health Insurance - Family (non-union rates)	Employee/Month	\$ 572	\$ 482	\$ 518	\$ 436
	Employer/Month	1,716	1,446	1,556	1,308
	Total	<u>\$ 2,288</u>	<u>\$ 1,928</u>	<u>\$2,074</u>	<u>\$ 1,744</u>
3. Health Savings Account	Employer/Annual-Single		\$ 1,352		\$ 1,248
	Employer/Annual-Family		\$ 3,068		\$ 2,964
4. Life Insurance	Employer/Month	\$ 6.72		\$ 14.10	
	Amount	\$ 48,000		\$ 47,000	
5. FICA	Maximum Salary		\$117,000		\$113,700
	Employee		6.20%		6.20%
	Employer		6.20%		6.20%
6. Medicare	Maximum Salary		N/A		N/A
	Employee		1.45%		1.45%
	Employer		1.45%		1.45%
7. Retirement	County - IMRF	Employee	4.5%		4.5%
		Employer	11.75%		12.07%
	Forest Preserve - IMRF	Employee	4.5%		4.5%
		Employer	12.79%		13.57%
	County - SLEP	Employee	7.5%		7.5%
		Employer	22.15%		22.26%
8. Unemployment Insurance	County	Maximum Salary	\$ 10,000		\$ 10,000
		Employer Rate (1)	1.0%		1.0%
	Forest Preserve	Maximum Salary	\$ 12,960		\$ 12,900
		Employer Rate	0.55%		0.55%
9. Workers' Compensation	Annual Employer Cost per Employee (2)		\$ 500		\$ 500

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

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