

# BI-STATE REGIONAL

Salary and Fringe Benefits Survey  
For Communities Under 15,000

July 2022



*Serving local governments in Muscatine and Scott Counties, Iowa; and Henry, Mercer and Rock Island Counties, Illinois*

*Prepared by*



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# BI-STATE REGIONAL SALARY AND FRINGE BENEFITS SURVEY

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*A listing of salaries and fringe benefits by position  
for elected officials and employees of communities  
under 15,000 population in the Bi-State Region as of*

July 1, 2022

Bi-State Regional Commission  
1504 Third Avenue  
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*Salary and fringe benefit information for each entity was provided by the listed  
government*

Price: \$20.00



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# REGIONAL SALARY AND FRINGE BENEFIT SURVEY – 2022

## Introduction

To assist local officials in the preparation of annual budgets, negotiation of labor contracts and similar personnel related tasks, the Bi-State Regional Commission conducted a survey of public employee's salaries and fringe benefits. The survey information pertains to data available as of July 1, 2022 and addresses fringe benefits received by specific employee groups and salary schedules of identified positions within the cities.

The Commission requested salary and fringe benefit information from the following communities:

<u>Cities</u>	<u>Population</u>	<u>Cities</u>	<u>Population</u>
Aledo	3,633	Port Byron	1,668
Alpha	675	Rapids City	964
Andalusia	1,184	Sherrard	869
Andover	555	Silvis	8,004
Annawan	884	Viola	668
Atkinson	965	Windsor	162
Cambridge	2,086	Woodhull	754
Carbon Cliff	1,846		
Coal Valley	3,873	Blue Grass	1,666
Colona	5,045	Buffalo	1,176
Cordova	671	Eldridge	6,726
Galva	2,470	Fruitland	963
Geneseo	6,539	LeClaire	4,710
Hampton	1,779	Long Grove	838
Hillsdale	417	Maysville	156
Keithsburg	550	McCausland	313
Kewanee	12,509	Nichols	340
Milan	5,097	Princeton	923
New Boston	613	Riverdale	379
Oak Grove	476	Walcott	1,551
Orion	1,754	West Liberty	3,858
		Wilton	2,924

Salary and fringe benefit information for the 39 communities who responded is provided on the following pages.

## Methodology

The initial Regional Salary and Fringe Benefits Survey was published in November of 1983. At that time, to insure a survey instrument that would be most beneficial to local officials responsible for personnel matters, a committee composed of personnel directors from the Cities of Davenport and Rock Island and Scott County met with Commission staff. The Committee identified employee groups and fringe benefits to be surveyed, and developed job classifications that would be used in comparing salary levels. Personnel policies and salary schedules were obtained from local officials. Staff compiled the survey information, which was then reviewed by the local officials for accuracy prior to the final printing of the document.

In preparing this year's Regional Salary and Fringe Benefits Survey, last year's document was distributed, and officials were asked to update salary information as necessary and to provide information regarding changes to employee fringe benefits.

## POSITION DESCRIPTIONS

### Administrative Personnel

Mayor/President – Chief Elected Officer of the City. Performs all duties that may be required by statute or ordinance.

Council/Board – Elected policy officials of the City's representative body. Performs all duties that may be required by statute or ordinance.

Administrator/Manager – Chief Administrative Officer of the City. Directs and coordinated administration of the City government in accordance with policies determined by City Board.

Attorney – Represents and counsels the City in legal matters.

Treasurer – Elected official who performs the financial duties and functions which may be required by statute or ordinance.

Deputy Clerk – Accountable for assisting with the preparation and maintenance of public records, issuance of city licenses, handling inquiries from general public, and performs other clerical and recordkeeping duties as assigned.

Clerk – Elected official responsible for maintaining the official documents and records of the City.

Executive Secretary – Maintains a close and highly responsible relationship to the day to day work activities of the Chief Administrative Officer or other community officials. Requires knowledge of the organization and operating characteristics of local government services in performing complex secretarial duties.

Typist/Clerk – Performs clerical, typing, filing and posting of work of routine nature.

Receptionist – Serves as the jurisdiction's receptionist, answering telephone and providing information or directing persons to proper source.

### General Services Personnel

Collector – Accountable for the receipt and collection of all monies collected by the City and maintaining books and accounts of all funds.

Custodian – Limited to cleaning, moving, routine light maintenance, etc.

Maintenance – Limited to light construction, cleaning and replacing parts on air conditioners, furnaces, painting, light plumbing, etc. Works under direct supervision.

Building/Housing Inspector – Inspects buildings under construction, alteration of repair to ensure compliance with laws, ordinances and specifications. Interprets regulations and codes to builders and property owners. May also inspect electrical, heating and plumbing installations in absence of inspectors of these areas.

Electric/Plumbing/Mechanical Inspector – Performs inspections specifically to electrical, plumbing and mechanical to ensure compliance with laws, ordinances and other regulations.

## Public Works Personnel

Public Works Director – Responsible for a separate department of public works including construction operations and maintenance, policy development and work programs. May have an engineering background.

Sewer and Water Superintendent – Responsible for the water treatment plant, water distribution system, sewage lift stations, and sewage collection system. Ensures compliance with all laws and ordinances pertaining to water and sewer operation.

Sewer Treatment Operator – Accountable for the operation of the sewage treatment facilities to control flow and processing of wastewater, sludge and effluent.

Water Treatment Operator – Operates and maintains all water treatment equipment. Must be licensed to operate water treatment facilities.

Electrical Utility Operator – Performs skilled work on electrical lines and equipment. Considerable experience is required.

Laborer – Performs a variety of unskilled manual laboring activities requiring physical strength and coordination. May use basic hand tools and limited power driven equipment.

Meter Reader – Takes periodic readings of water meters throughout the City for monthly water billings. Performs other related duties as assigned.

## Public Safety Personnel

Fire Chief – Supervises and coordinates the activities of the municipal fire service, including the planning of needs, direction of training and administration of laws and regulations, are major responsibilities.

Fire Captain – Supervises and coordinates activities of company of fire fighters.

Fire Lieutenant – Commands a unit of firefighters in their activities and is under the direction of a superior officer.

Fire Fighter – Under supervision responds to fire alarms and other emergency calls. Assists in the savings of lives and property, operating complex fire apparatus and performing related duties as necessary.

Police Chief – Directs and coordinates the activities of the community police department administrating daily police matters through subordinates.

Deputy Police Chief – Assists Police Chief with daily operation of the community police department. Deputy Chief serves as acting Police Chief during the latter's absence.

Police Captain – Directs and coordinates activities of members of police force assigned to division.

Police Lieutenant – Directs and coordinates activities of patrol force. Relays orders and messages from supervisor. Assists subordinates in performance of duties.

Police Officer – Responsible police work in the prevention of crimes and enforcement of laws. Serves in the area of patrol, traffic control, investigation work or associated duties of community relations.

**FISCAL YEAR / MERIT SYSTEM / COLLECTIVE BARGAINING UNITS**

COMMUNITY	A	B		C			
	Date	Y/N	Y/N	Y/N	Name of Unit	Period of Contract	Increase %
Aledo	1/1			Y	I.U.O.E. Local 150	1/1/18 - 12/31/21	4.5% - 2022; 3.5% - 2023
Andalusia	5/1	N		N			
Atkinson	5/1	N	N	N			
Cambridge	5/1	N	N	N			
Carbon Cliff	1/1	N		N			
Coal Valley <sup>1</sup>	5/1	N		N	FOP Lodge 752	1/1/18 - 12/31/20	
Cordova	5/1	N					
Geneseo	7/1	N		Y	IBEW Local 51 / FOP Lodge 298		
Hampton	5/1	N		N			
Hillsdale	4/1	N	N	N			
Keithsburg							
Milan					AFSCME 1132-A FOP Lodge 219	7/1/21 – 6/30/24 7/1/20 – 6/30/25	2% - 7/1/22; 2% - 7/1/23 1.1%/ea yr: 7/1/21 – 1/1/25
New Boston	12/1	N		N			Board decides each year
Orion	5/1	N	N	N			
Rapids City	5/1	N		N			
Sherrard*	5/1	Y	N	N			0-3% each year – Board Approval
Silvis	5/1	Y		Y	AFSCME 1234 FOP	5/1/18 – 4/30/23 5/1/22 – 4/30/26	2.75% - 2.75% - 2.5% - 2.5% - 3.5% New Wage Scale 3.0% - 2.75% - 2.75%
Viola*							
Windsor	5/1	N					
Woodhull	5/1	N		N			
Blue Grass	7/1	N		Y	Teamsters – organized 7/24/96	7/1/21 – 6/30/24	FT/PT - 7/1/21-1.00 – 7/1/22-1.00 – 7/1/23-1.00
Buffalo	7/1	N		Y	Teamsters	7/18 - 7/20	.60/hr annual raises for FT employees
Fruitland	7/1	N		N			
Long Grove	7/1	N		N			
McCausland	7/1River	N		N			
Princeton	7/1	Y	Y	N			
Riverdale							
Walcott	7/1	N		N			
West Liberty	7/1	Y	N	N			
Wilton	7/1	N		N			

- A. When does your community's fiscal year begin? Does your community have a merit system program? If yes, is the program based on a formal performance review/appraisal form?  
 B. Does your community have collective bargaining units? If yes, list the name of the unit(s), the period of their current contract (month/year), and the percentage of salary increase effective for the last contract period. Comments: <sup>1</sup> Presently negotiating with FOP. \* 2014 Information



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***ADMINISTRATIVE PERSONNEL***

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**POSITION: MAYOR/PRESIDENT**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	Mayor	\$4,000/yr + \$50/mtg												Ordinance	
Andalusia	President	\$350/mo												Ordinance	
Atkinson	Mayor	\$1,800/yr													
Cambridge	President	\$2,100/yr/ \$25/mtg												Ordinance	
Carbon Cliff	Budget Director President Liquor Comm	See Below <sup>2</sup> \$500/mo \$25/mo												Village Board (Budget Officer portion)	
Coal Valley	President/ Liquor Comm	\$6,200/yr													
Cordova	President	\$6,000/yr												Ordinance	
Geneseo	Mayor	\$4,800/yr												Ordinance	
Hampton		\$60/mtg												Ordinance	
Hillsdale	Mayor Liquor Comm Police Comm	\$350/mtg												Ordinance	
Keithsburg	Mayor (Elected) Liquor Comm Police Comm	\$300/mo													
Milan		\$6,000/yr												Ordinance	
New Boston	Mayor Liquor Comm	\$6,000/yr												Ordinance/ Council Vote	
Orion	President	\$6,000												Vote	
Rapids City		\$125/mtg	Same												Vote
Sherrard*	President	\$150/mo + \$30/mtg												Ordinance/ Village Board	
Silvis	Mayor	\$10,200/yr													
Viola*	Mayor	\$5,000/yr												Council Vote	
Windsor	President	\$5,000/yr													
Woodhull	President	\$5,000/yr													
Blue Grass		\$2,400/yr	\$2,400/yr											Council Vote	
Buffalo	Mayor	\$2,500/yr												Ordinance	
Fruitland	Mayor	\$1,200/yr	\$1,200/yr												
Long Grove	Mayor	\$2,000/yr												Ordinance/ Council Vote	
McCausland	Mayor	\$2,400/yr												Ordinance/Council Vote	
Princeton	Mayor	\$2,000/yr	\$2,000/yr	X						\$2,000				Ordinance/Council Vote	
Riverdale	Mayor	\$6,000/yr													
Walcott		\$2,500/yr + \$45/special mtgs		X										Ordinance	
West Liberty	Mayor	\$5,000/yr												Council Vote Ordinance	
Wilton	Mayor	\$2,400/yr												Ordinance	

Comments: <sup>1</sup> Plus \$50 per special meeting ..... <sup>2</sup> Not to exceed \$804.48/mo – actual pay FY 2016 - \$175.00/week \* 2014 Information

**POSITION: COUNCIL/BOARD**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	Council	\$50/mtg												Ordinance	
Andalusia		\$100/mo, + \$25/mtg												Ordinance	
Atkinson		\$75/mtg													
Cambridge		\$1,080/yr / \$25/mtg													
Carbon Cliff <sup>1</sup>		\$50/Board mtg \$40/Committee mtg													
Coal Valley	Trustee	\$45/mtg													
Cordova	Trustee	\$125/mo												Ordinance	
Geneseo	Council	\$1,800/hr												Ordinance	
Hampton		\$40/mtg												Ordinance	
Hillsdale	Trustee	\$120/mtg / \$10/Committee mtg												Ordinance	
Keithsburg	Council (Elected)	\$50/mtg													
Milan	Trustee	\$83/mtg												Ordinance	
New Boston		\$50/mtg												Ordinance	
Orion	Trustee	\$2,400/yr or \$100/mtg												Vote	
Rapids City		\$75/mtg	Same												Vote
Sherrard <sup>2*</sup>	Trustees	\$35/mtg (1 mtg/mo)												Ordinance/Board Vote	
Silvis	Alderman	\$3,600/yr												Ordinance	
Viola*	Trustee	\$50/mtg												Council Vote	
Windsor	Trustee	\$40/mtg													
Woodhull	Trustee	\$75/mtg \$50/Special mtg												Council Vote	
Blue Grass		\$20/Committee mtg												Council Vote	
Buffalo	Council	\$25 Council mtg \$10 Committee mtg												Ordinance	
Fruitland	Council	\$60/qtr													
Long Grove		\$25/mtg \$20/Committee mtg												Ordinance	
McCausland	Council	\$50/mtg												Ordinance/Council Vote	
Riverdale	Council (5)	\$3,000/yr													
Princeton	Council	\$40/mtg												Ordinance/Council Vote	
Walcott		\$45/mtg												Ordinance	
West Liberty	Council	\$50/mtg												Council Vote/Ordinance	
Wilton	Council	\$1,200/yr												Ordinance	

Comments: <sup>1</sup> Board Meetings – 24 per year (2 per month – 1<sup>st</sup> & 3<sup>rd</sup> Tuesday); Committee Meetings – 4 meetings per month w/ each Trustee sitting on 2 Committee Meetings per month (24 per year). \$40 Special Board Meetings (these are in addition to the regular Board Meetings) <sup>2</sup> + \$35 Special Mtg and \$10/hr Committee <sup>\*</sup> 2014 Information

**POSITION: ADMINISTRATOR/MANAGER**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	City Administrator	\$92,300	City Administrator combined with Chief of Police												
Andalusia	N/A														
Atkinson															
Cambridge	Village Administrator	\$70,378									X	X	Board Approval		
Carbon Cliff	Director of Community & Administrative Svcs <sup>1</sup>	\$64,355.20											Village Board		
Coal Valley		\$83,460									X	X			
Cordova	N/A														
Geneseo	City Administrator	\$98,342.40													
Hampton	N/A														
Hillsdale	N/A														
Keithsburg															
Milan		\$133,353.64									X	X	Village Board		
New Boston															
Orion															
Rapids City															
Sherrard*	N/A														
Silvis	City Administrator <sup>2</sup>	\$90,000	\$90,000	\$93,000								X			
Viola*															
Windsor	N/A														
Woodhull	N/A														
Blue Grass															
Buffalo	N/A														
Fruitland															
Long Grove	N/A														
McCausland	N/A														
Princeton	N/A														
Riverdale	City Administrator/Clerk	\$62,500/yr													
Walcott															
West Liberty	City Manager	\$95,000									X		X Council		
Wilton	City Administrator	\$80,000		\$81,000									Council Vote		

Comments: <sup>1</sup> The starting salary in Ordinance is "not to exceed" – \$62,992.08/yr; <sup>2</sup> Salary goes up \$3,000 each year.  
 \* 2014 Information

**POSITION: ATTORNEY**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		\$205/hr												
Andalusia		Per hour – on retainer												
Atkinson		\$2,500 retainer + \$125/hr												
Cambridge		\$145/hr												
Carbon Cliff <sup>1</sup>		\$190/hr												
Coal Valley		Per hour												
Cordova		\$250/mtg/hr												
Geneseo		\$24,000/yr												
Hampton		\$5,500 retainer												Council Vote
Hillsdale		Retainer \$300/mo + \$125/hr extra if necessary												Council Vote
Keithsburg		\$500 monthly mtg as needed												
Milan		Hourly rate as needed												
New Boston		\$25 mtg/\$65 hr												
Orion		Hourly rate as needed												
Rapids City		\$200 mtg/\$175/hr												
Sherrard*		\$150/hr <sup>2</sup>												Board Vote
Silvis		\$24,000/yr												Mayor with consent of Council
Viola*														
Windsor		Per hour												
Woodhull		Per hour												
Blue Grass		\$100/hr												
Buffalo		\$85/hr												
Fruitland		\$200/hr												
Long Grove		Retainer												
McCausland		Retainer												
Princeton		\$8,000/\$160/hr												Council Vote
Riverdale		Hourly rate as needed												
Walcott		\$145/hr												
West Liberty		Hourly rate as needed												Council Vote
Wilton		\$180/hr												Retainer

Comments: <sup>1</sup> No retainer fee for attorney, as needed: \$190.00/hr for senior associate attorney;

\* 2014 Information

**POSITION: TREASURER**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo		\$2,400/yr + \$50/mtg													
Andalusia	Appointed	\$8,816.71/yr												Trustee Vote	
Atkinson		\$75/mo													
Cambridge		Included in the Clerk Position													
Carbon Cliff		Included in Director of Community & Administrative Services position													
Coal Valley	Asst. Admin/Fin Dir	\$73,000/yr	Appointed									X			
Cordova		\$200/mo	Appointed												
Geneseo	Finance Director	\$67,974.46	Appointed												
Hampton		\$7,500/yr	Appointed											Council Vote	
Hillsdale		\$60/mo												Ordinance	
Keithsburg	Treasurer	\$500/mo												Elected	
Milan	Fin & Econ Dev Dir	\$81,822/yr										X		Council Vote	
New Boston		\$500/mo	Appointed												
Orion	Treasurer/Deputy Clerk	\$18.02/hr												Board Vote	
Rapids City		\$500.00/mo												Board Approval	
Sherrard*		\$380/mo + \$30/mtg	Appointed									X		Board Approval	
Silvis		\$3,600/yr												Mayor appt w/ consent of Council	
Viola*		\$3,000/yr												Council Vote	
Windsor		\$2,900/yr													
Woodhull		\$8,700/yr												Council Vote	
Blue Grass		Included in Clerk's position													
Buffalo		Included in Clerk's position													
Fruitland															
Long Grove	Finance Director/Clerk	\$70,000/yr	Included in Finance Director/Clerk's salary – 5-yr contract.											X	
McCausland	Treasurer	Included in Clerk's position													Vote
Princeton	See Clerk													Council Vote	
Riverdale	See City Admin/Clerk	Included in Clerk's position													
Walcott	See Clerk														
West Liberty		Included in City Clerk's position									X		X	Mayor	
Wilton	See Clerk														

Comments: \* 2014 Information

**POSITION: DEPUTY CLERK**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		\$50/mtg												
Andalusia		\$11.00/hr	\$10.00/hr											
Atkinson	N/A													
Cambridge	N/A	Village Administrator's duties in the absence of Village Clerk												
Carbon Cliff <sup>1</sup>	N/A											X	X	Village Board
Coal Valley	N/A	\$21.23/hr												Village Board
Cordova	N/A													
Geneseo														
Hampton		\$13.10/hr												Council Vote
Hillsdale	N/A													
Keithsburg														
Milan		\$23.68/hr												Acct Clk appointed – add pay/ AFSCME Contract
New Boston		\$19.71/hr												
Orion		\$16.00/hr												Vote
Rapids City		\$100.00/mtg												Vote
Sherrard*	N/A													
Silvis	Deputy City Clerk	\$15.00/hr + \$300/mo												Appt by City Clk w/Mayor approval
Viola*														
Windsor	N/A													
Woodhull	N/A													
Blue Grass	Assistant Clerk		\$22.50/hr											Union Contract
Buffalo <sup>2</sup>	Deputy Clerk	\$14.50/hr - PT												
Fruitland	Deputy City Clerk	\$13.77/hr	\$13.50/hr											
Long Grove	Deputy City Clerk	\$18.05/hr - PT									X	X		
McCausland	Deputy City Clerk	\$11.00/hr												
Princeton	Deputy City Clerk	\$17.04/hr	\$10.00/hr										X	Council Vote
Riverdale	Deputy City Clerk	\$50,000/yr or \$24.04/hr												
Walcott	Deputy Clk/Zoning Administrator	\$28.32/hr												
West Liberty	N/A													
Wilton	Deputy City Clerk	\$21.00/hr												Council Vote

Comments: <sup>1</sup> Not to exceed \$38,105.24. <sup>2</sup> Deputy Clerk FT 3 months - \$1 increase after 6 month probation. \* 2014 Information

**POSITION: CLERK**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo		\$2,400/yr + \$50/mtg	Elected												
Andalusia		\$32,000/yr	Appointed	X										Council Vote	
Atkinson	Village Clerk/ Collector	\$40,685/yr + \$75/mtg	Appointed											Board Approved	
Cambridge	Village Clerk	\$18.00/hr	Appointed								X	X		Board Approval	
Carbon Cliff	Office Mgr Village Clk	\$53,372.80	Appointed									X	X	Village Board	
Coal Valley	Village Clerk	\$23.23/hr -FT	Appointed								X	X		Village Board	
Cordova	Village Clerk	\$14.45/hr	Elected											Ordinance	
Geneseo	City Clerk	\$48,817.60	Appointed												
Hampton		\$1,500/yr	Appointed											Ordinance	
Hillsdale	Village Clerk	\$20,100/yr	Elected											Elected	
Keithsburg	City Clerk Water/Sewer/Billing Collector	\$500/mo Clk \$18.00/hr Collector	Elected												
Milan	Village Clerk	\$15,000/yr	Elected												
New Boston		\$18.00/hr	Appointed												
Orion	Village Clerk/Collector	\$23.32/hr	Appointed											Vote	
Rapids City		\$100/mtg												Vote	
Sherrard*	Village Clerk	\$13.53/hr + \$30/mtg	Appointed								X			Board Approval	
Silvis <sup>1</sup>	Clerk/Collector	\$7,200/yr Clk \$44,454.21/yr /Collector <sup>1</sup>	Elected											Clerk by Ordinance Collector annual review	
Viola*	Village Clerk	\$3,500/yr												Council Vote	
Windsor	Village Clerk	\$6,000/yr	Elected												
Woodhull	Village Clerk	\$10,200/yr	Appointed											Council Vote	
Blue Grass	City Clerk/Financial Officer	\$32.62/hr	Appointed									X		Council Vote & Clerk Contract	
Buffalo	City Clerk/Finance Director	\$26.75/hr					13 yrs - \$26.75/hr								
Fruitland	City Clerk	\$15.92/hr													
Long Grove	Finance Director/Clerk	\$70,000/yr	Included in Finance Director/Clerk's salary – 5-yr contract.									X	X	X	Council
McCausland	City Clerk	\$18.00/hr	Appointed									X	X	Vote	
Princeton	City Clerk/Treasurer	\$22.91/hr	\$31,200/yr									X	X	Council Vote	
Riverdale		See City Admin/Clerk													
Walcott	Clerk/Finance Officer	\$34.68/hr	Appointed												
West Liberty	Clerk/Finance Officer	\$67,000/yr									X		X	Council Vote	
Wilton	City Clerk	\$47,000/yr			\$50,000/yr									Council Vote	

Comments: <sup>1</sup> Education \$5,000/yr (if certified municipal clerk) ..... \* 2014 Information

**POSITION: EXECUTIVE SECRETARY**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	N/A													
Andalusia	N/A													
Atkinson														
Cambridge	Administrative Assistant/Website	\$13.55/hr									X	X		
Carbon Cliff	N/A													
Coal Valley	Administrative Secretary	\$21.23/hr-PT						\$51,438/yr			X	X		Village Board
Cordova	N/A													
Geneseo														
Hampton	N/A													
Hillsdale	N/A													
Keithsburg														
Milan	N/A													
New Boston														
Orion														
Rapids City														
Sherrard*	N/A													
Silvis	N/A													
Viola*	N/A													
Windsor	N/A													
Woodhull	N/A													
Blue Grass														
Buffalo	N/A													
Fruitland														
Long Grove														
McCausland	N/A													
Princeton	N/A													
Riverdale	N/A													
Walcott														
West Liberty	N/A													
Wilton														

Comments: \* 2014 Information

**POSITION: TYPIST/CLERK**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	Accounts Payable Clerk	\$22.03/hr										X	X	Union Contract
Andalusia	N/A													
Atkinson	N/A													
Cambridge	N/A													
Carbon Cliff	N/A													
Coal Valley	N/A													
Cordova	N/A													
Geneseo	N/A													
Hampton	N/A													
Hillsdale	N/A													
Keithsburg														
Milan <sup>1</sup>	See Below													Union Contract – AFSCME
New Boston														
Orion														
Rapids City	Clerk/Cemetery/Collector Billing Clerk	\$21.60/hr \$16.00/hr												Board Approval
Sherrard*	Assistant Clerk (when needed)	\$11.11/hr									X			Board Approval
Silvis	Billing Clerk	\$20.08/hr	\$20.08/hr	\$21.48/hr	\$23.18/hr	\$24.09/hr	\$27.53/hr			\$27.53/hr				Union Contract
Viola*														
Windsor	N/A													
Woodhull	N/A													
Blue Grass			\$13.50/hr-PT											Union Contract
Buffalo	N/A													
Fruitland														
Long Grove		Included in Finance Director/Clerk's salary											X	
McCausland	N/A													
Princeton	Deputy Clerk	\$14.51/hr	\$10.00/hr										X	
Riverdale	N/A													
Walcott														
West Liberty	Cashier/Admin Assistant	\$12.75/hr	\$10.50/hr								X		X	
Wilton		\$18.55/hr												Council Vote

Comments: <sup>1</sup> Acct Clk 1 - \$25.31/hr; Acct Clk 2 - \$23.82/hr \* 2014 Information

**POSITION: RECEPTIONIST**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	2 Receptionists	\$18.41/hr										X	X	Union Contract
Andalusia	N/A													
Atkinson														
Cambridge	N/A													
Carbon Cliff														
Coal Valley	N/A													
Cordova	N/A													
Geneseo	Receptionist	\$17.00/hr												
Hampton	N/A													
Hillsdale	N/A													
Keithsburg														
Milan	Clerk III	\$17.89/hr												Council
New Boston														
Orion														
Rapids City														
Sherrard*	N/A													
Silvis	N/A													
Viola*														
Windsor	N/A													
Woodhull	N/A													
Blue Grass														
Buffalo	N/A													
Fruitland														
Long Grove		Included in Finance Director/Clerk's salary											X	
McCausland	N/A													
Princeton	N/A													
Riverdale	N/A													
Walcott		\$11.47/hr												
West Liberty														
Wilton		\$16.00/hr												

Comments: \* 2014 Information

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***GENERAL SERVICES PERSONNEL***

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**POSITION: COLLECTOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	Utility Billing Clerk	\$20.53/hr										X		Union Contract	
Andalusia		Included in Clerk's salary													
Atkinson	Utility Clerk	\$18.00/hr													
Cambridge		Included in Clerk's and Administrator's salary													
Carbon Cliff	Water Collector	At this time Clerk & Deputy Clerk are performing duties												Board Approval	
Coal Valley		Included in Treasurer's salary													
Cordova	Utility Clerk	\$12.00/hr													
Geneseo	Utility Billing Assistant	\$15.85/hr													
Hampton		\$41,860/yr												Vote	
Hillsdale		Included in Clerk's salary													
Keithsburg	Water/Sewer/Billing Collector	\$18.00/hr	Additional \$500/month also as City Clerk												
Milan	Deputy Clk & Billing Clk	See Treasurer position													
New Boston	City Clk & Deputy Clk	Included in Clerk's salary													
Orion <sup>1</sup>	Village Clerk/Collector	Included in Village Clerk's salary												Vote	
Rapids City		\$21.60/hr												Board Approval	
Sherrard*	Water/Sewer Billing Clk	\$600/mo PT									X			Board Approval	
Silvis		See City Clerk position													
Viola*	Water/Collector	\$300/mo												Council Vote	
Windsor	Water Billing	\$300/mo													
Woodhull	Water Collector/ Billing Clerk	\$8,700/yr													
Blue Grass															
Buffalo		Included in Deputy Clerk's position													
Fruitland															
Long Grove		Included in Finance Director/Clerk's salary													
McCausland	N/A														
Princeton		Included in City Clerk's/Deputy Clerk's salary											X		
Riverdale	N/A														
Walcott		Included in Clerk's salary													
West Liberty	Utility Billing Clerk	\$20.09/hr									X		X		
Wilton	Office/Utility Billing	\$20.00/hr												Council Vote	

Comments: <sup>1</sup> 30 hours/week, combined with Clerk position.

\* 2014 Information

**POSITION: CUSTODIAN**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	N/A													
Andalusia		Included with Clerk's position												
Atkinson														
Cambridge	N/A													
Carbon Cliff	N/A													
Coal Valley	N/A													
Cordova		\$12.50/hr												
Geneseo														
Hampton	N/A													
Hillsdale		\$100/mo												
Keithsburg														
Milan	Contracted													
New Boston														
Orion		\$300/mo												Board Vote
Rapids City														
Sherrard*	N/A													
Silvis	Contracted													
Viola <sup>1*</sup>		\$38,500/yr												Council Vote
Windsor	N/A													
Woodhull		\$225/mo												Council Vote
Blue Grass	N/A													
Buffalo	N/A													
Fruitland														
Long Grove		Included in Finance Director/Clerk's salary											X	Vote
McCausland		Included in Maintenance Job											X	Vote
Princeton	N/A												X	
Riverdale	Contracted	\$4,500/yr												
Walcott	Contracted	\$70/wk												
West Liberty														
Wilton		\$4,800/yr												Council Vote

Comments: <sup>1</sup> Custodian/Maintenance/Public Works Director/Sewer & Water Superintendent/Sewer Treatment Operator/Meter Reader – all one person.

\* 2014 Information

**POSITION: MAINTENANCE**

COMMUNITY	TITLE (If Different)	SALARIES								INCREASES BASED ON					
		Current	Starting	1 Year	3 Years	5 Years	10 Yrs	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	Streets Superintendent	\$24.57/hr										X			
Andalusia		Included with Public Works													
Atkinson	Hired Out														
Cambridge	Street/Alley	Included with Public Works													
Carbon Cliff <sup>1</sup>	Maintenance	\$42,369.60/yr	\$35,000.16/yr									X	X	Village Board	
Coal Valley		Included with Public Works													
Cordova	Maintenance Superintendent	\$12.00/hr													
Geneseo															
Hampton	N/A														
Hillsdale		1-PT - \$15.00/hr												Council Vote	
Keithsburg	Maintenance Superintendent	\$25.00/hr													
Milan	Building Inspector	See Building Inspector position													
New Boston <sup>2</sup>	Maintenance Superintendent General Maintenance General Maint./Police Officer	\$26.96/hr \$21.94/hr \$18.03/hr	Includes Police Chief, Water/Sewer/Gas & General Maintenance												
Orion															
Rapids City		\$25.45/hr													
Sherrard*	Maintenance Superintendent	\$15.15/hr									X			Board Approval	
Silvis	Public Works Staff														
Viola*	Maintenance Superintendent	\$31,000/yr												Council Vote	
Windsor	Assist. Maint. Superintendent	\$11.00/hr												Board Approval	
Woodhull	Street Super/ Zoning Officer	\$39,000/yr													
Blue Grass		\$22.15/hr	\$15.00/hr									X		Union Contract	
Buffalo	N/A														
Fruitland	Maintenance Supervisor	\$22.15/hr													
Long Grove	Parks	\$20.82/hr - PT													
McCausland	Head of Maintenance	\$24.00/hr	\$18.00/hr									X		Council Vote	
Princeton		Included with Public Works								X	X	X		Council Vote	
Riverdale	Maintenance Worker	\$48,000/yr													
Walcott															
West Liberty	Park & Rec Director Street Superintendent Maintenance 1	\$45,968/yr \$21.60/hr 11.50/hr	\$10.50/hr									X X	X X		
Wilton	Center Maintenance	\$13.50/hr			\$14.61/hr									Council Vote	

Comments: <sup>1</sup> Custodian/Maintenance/Public Works – all one person. Not to exceed \$44,530.64. Part time - \$18.40/hr if snow plowing, repair water main breaks, licensed water operator; Part time – if called in after hours to repair water main break shall be paid basic call-in rate of \$35.00 in addition to their regular hourly wage; Part time – performing regular and routine maintenance tasks – mowing, weed eating, road maintenance, meter reading, etc. - \$13.31/hr. <sup>2</sup> Maintenance - \$18.87/hr. \* 2014 Information

**POSITION: BUILDING/HOUSING/ELECTRIC/PLUMBING/MECHANICAL INSPECTOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	Zoning Officer	Plumbing Inspector - \$4.10/hr (hourly differential) - position combined with Director of Public Works												
Andalusia		Contract with Rock Island County												
Atkinson	Building Inspector	\$25/hr + Mileage @.50/mile												
Cambridge	Building Inspector Plumbing – use State Inspector @ no charge													
Carbon Cliff		Contracted with City of East Moline												
Coal Valley	Building Inspector	\$26.48/hr										X	Village Board	
Cordova	Building Inspector/Meter Reader	\$484.59/mo												
Geneseo <sup>5</sup>		See below <sup>5</sup>												
Hampton	Contract with Silvis	\$100/mo												
Hillsdale	N/A													
Keithsburg														
Milan	FT – Building Inspector PT – Plumbing Inspector	\$59,324/yr \$607/mo										X	Council Vote	
New Boston														
Orion	Electrical Inspector Building Inspector Plumbing Inspector	\$2,000/yr \$6,000/yr \$2,000/yr											Board Vote	
Rapids City	Bldg/Plumbing/Electrical Inspector	50% of Permit Fee <sup>2</sup>												
Sherrard*	Building Inspector	35% of Permit Fee											Board Approved	
Silvis <sup>4</sup>	Building Inspector	\$79,435/yr <sup>4</sup>											Mayor with consent of Council	
Viola*	N/A													
Windsor	Zoning Officer	\$40/mo												
Woodhull														
Blue Grass <sup>1</sup>	Building Commissioner	\$29.00/hr FT	\$20.00/hr										Union Contract	
Buffalo	Building Inspector	Included in Public Works Director's position												
Fruitland	Building Inspector	\$20/Inspection \$100/House												
Long Grove		28E Agreement with Scott County												
McCausland		28E Service Contract with Scott County												
Princeton	Building Inspector	\$17.73/hr												
Riverdale	N/A													
Walcott	Building Official	\$33.81/hr												
West Liberty	Building Inspector	\$31,241.60 PT										X		
Wilton														

Comments: <sup>1</sup> Position combined with Public Works Director. <sup>2</sup> Not to exceed \$500/permit. <sup>3</sup> With Village return match of 7%. <sup>4</sup> Add'l. \$4,000 for services to inspect Colona & Hampton.  
<sup>5</sup> Building Inspector \$24.35/hr; Plumbing Inspector \$500/mo; Electric Inspector \$201.69/bi-weekly. \* 2014 Information

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***PUBLIC WORKS PERSONNEL***

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**POSITION: PUBLIC WORKS DIRECTOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		\$61,800/yr											X	Contract
Andalusia	Public Works Director	\$60,000/yr												
Atkinson														
Cambridge		\$52,000/yr									X	X		
Carbon Cliff														
Coal Valley	N/A													
Cordova	N/A													
Geneseo	Public Works Director	\$77,251.20/yr												
Hampton		\$52,603.20/yr	\$25.29											Council Vote
Hillsdale	N/A													
Keithsburg														
Milan	Public Works Supt	\$93,835.45/yr										X		Cncl Vote & Longevity
New Boston														
Orion	Street Superintendent	\$60,897/yr								26 yrs				Board Vote
Rapids City <sup>2</sup>		\$31.93/hr												Board Approval
Sherrard*	N/A													
Silvis	Public Works Director <sup>4</sup>	\$91,000/yr	\$72,000/yr	\$74,000/yr										Mayor with consent of City Council
Viola <sup>2*</sup>	Public Works Supt	\$38,000/yr												Council Vote
Windsor	N/A													
Woodhull		\$43,264/yr												
Blue Grass <sup>1</sup>	Public Works Supervisor	\$29.00/hr										X		Council Vote & Union Contract
Buffalo		\$31.00/hr					\$31.00/hr							
Fruitland														
Long Grove*		\$35.15/hr									X	X	X	
McCausland	N/A													
Princeton		\$30.33/hr											X	
Riverdale	N/A													
Walcott		\$36.30/hr									X		X	
West Liberty									X		X		X	
Wilton		\$61,000/yr			\$66,000/yr									Council Vote

Comments: <sup>1</sup>Position combined with Building Commissioner. <sup>2</sup> Public Works – Sewer/Water Superintendent/Sewer Treatment Operator all one person. <sup>3</sup> With Village return match of 7%. <sup>4</sup>Salary goes up \$2,000 each year. \* 2014 Information

**POSITION: SEWER AND WATER SUPERINTENDENT**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo <sup>4</sup>		\$24.25/hr											X		
Andalusia	N/A – sold systems														
Atkinson <sup>1</sup>		\$55,000/yr													
Cambridge	Public Works Director	\$54,845/yr	Combined in Public Works Director position												
Carbon Cliff															
Coal Valley			Combined in Public Works Director position										X	X	
Cordova		\$16.68/hr													
Geneseo	Water Superintendent Sewer Superintendent	\$32.89/hr \$35.74/hr													
Hampton	N/A		Combined with Public Works Director												
Hillsdale	N/A														
Keithsburg		\$2,000/mo													Council Vote – Yr Contract
Milan	W/S Superintendent	\$81,321.16/yr											X		Cncl Vote & Longevity
New Boston			Included in												
Orion	Water/Parks Superintendent	\$60,897/yr									22 years				Board Vote
Rapids City <sup>3</sup>		\$31.93/hr													Board Approval
Sherrard*	W/S Superintendent	\$500/mo -PT													Brd Approval
Silvis	Lead Worker	\$30.14/hr	\$30.14/hr	\$30.59/hr	\$31.47/hr	\$32.43/hr					\$32.43/hr				Union Contract
Viola <sup>2*</sup>		\$38,000/yr													Council Vote
Windsor	Water Superintendent	\$491.67/mo													
Woodhull	Water/Sewer Supntndnt Sewer Water Assistant	\$40,000/yr \$38,000/yr													
Blue Grass	Public Works Director														
Buffalo			Performed by Director of Public Works												
Fruitland															
Long Grove <sup>1</sup>			Included with Public Works Director position									X	X	X	
McCausland		\$500/mo													Vote
Princeton		\$1,650/mo													Contract
Riverdale	N/A														
Walcott	Public Works Director														
West Liberty	Waste Water Superintendent Grade IV	\$82,000/yr							X				X		
Wilton		\$59,600/yr									\$64,450/yr				Council Vote

Comments: <sup>1</sup> Refuse/Recycling - \$30,609.42; Water/Sewer - 20%; R & R - 40%; Street - 40%. <sup>2</sup> Custodian/Maintenance/Public Works – all one person. <sup>3</sup> Position combined with Public Works Department.  
<sup>4</sup> Currently hiring the 2 positions and no current hourly rates available. Service is being completed by contractual professional service at the rate of \$1,500/mo for a Class "A" Operator.\* 2014 Information

**POSITION: SEWER TREATMENT OPERATOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo		Included with Sewer & Water Superintendent													
Andalusia	N/S – sold														
Atkinson		Included in Sewer/Water Superintendent's salary													
Cambridge		\$36,825/yr	Combined with Water/Sewer Operator												
Carbon Cliff	N/A														
Coal Valley	N/A														
Cordova	N/A														
Geneseo	Wastewater Operator		\$14.85/hr												
Hampton	N/A														
Hillsdale		\$450/mo													
Keithsburg		Included in Sewer and Water Superintendent													
Milan													AFSCME Contract		
New Boston															
Orion	Sewer Superintendent	\$62,710/yr								32 yrs			Board Vote		
Rapids City															
Sherrard*		Included in Water/Sewer Superintendent's salary													
Silvis		See Lead Worker (Sewer & Water Superintendent position)													
Viola*		\$38,000/yr											Council Vote		
Windsor	N/A														
Woodhull															
Blue Grass <sup>3</sup>		Contract with QC Analytical													
Buffalo		\$26.55/hr							\$26.55/hr						
Fruitland															
Long Grove <sup>2</sup>		\$35.00/hr - PT @ 20 hrs min/mo	Included in Public Works Laborer-Skilled & Public Works Director												
McCausland	N/A														
Princeton		Included in Sewer/Water Superintendent's salary													
Riverdale	N/A														
Walcott	Heavy Equip/ Sewer Operator	\$29.27/hr													
West Liberty	Water Lead Operator III	\$65,000/yr													
Wilton		\$21.56/hr			\$23.32/hr								Council Vote		

Comments: <sup>1</sup> Custodian/Maintenance/Public Works – all one person. <sup>2</sup> Position combined with Public Works Department. <sup>3</sup> Contract with QC Analytical. \* 2014 Information

**POSITION: WATER TREATMENT OPERATOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		Included with Sewer & Water Superintendent												
Andalusia	N/A - sold													
Atkinson														
Cambridge		\$900.00/mo												
Carbon Cliff		\$18.40/hr-PT												
Coal Valley		Included in Water Superintendent's salary												
Cordova	N/A													
Geneseo	Water Operator		\$14.85/hr											
Hampton	N/A													
Hillsdale	N/A													
Keithsburg		Included in Sewer and Water Superintendent												
Milan													AFSCME Contract	
New Boston		Included in Maintenance Salary												
Orion														
Rapids City														
Sherrard*		Included in Water/Sewer Superintendent's salary												
Silvis		See Lead Worker (Sewer & Water Superintendent position)												
Viola*		\$38,000/yr											Council Vote	
Windsor	N/A													
Woodhull														
Blue Grass <sup>3</sup>		Sold water to Iowa American Water – June 2017												
Buffalo		\$27.75/hr								\$27.75				
Fruitland														
Long Grove <sup>2</sup>		Included with Public Works Director position												
McCausland	N/A													
Princeton		Included in Sewer/Water Superintendent salary												
Riverdale	N/A													
Walcott		Included in Public Works Director position												
West Liberty <sup>4</sup>		Included in Public Works/Water Superintendent												
Wilton		Included in Sewer Treatment Operator's salary												Council Vote

Comments: <sup>1</sup> Custodian/Maintenance/Public Works – all one person.  
<sup>2</sup> Position combined with Public Works Department.  
<sup>3</sup> Contract with QC Analytical. \* 2014 Information <sup>4</sup> Waste Water Treatment Biosolids Coordinator Grade II - \$55,000/yr; Waste Water Treatment Mechanic Grade 1 - \$35,000/yr.

**POSITION: ELECTRICAL UTILITY OPERATOR**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo <sup>2</sup>	N/A														
Andalusia	N/A														
Atkinson															
Cambridge	N/A														
Carbon Cliff															
Coal Valley	N/A														
Cordova	N/A														
Geneseo	Power Plant Operator		\$23.73												
Hampton	N/A														
Hillsdale	N/A														
Keithsburg															
Milan	N/A														
New Boston															
Orion															
Rapids City															
Sherrard*	N/A														
Silvis	N/A														
Viola*															
Windsor	N/A														
Woodhull															
Blue Grass															
Buffalo		\$20.40/hr					8 yrs -\$20.40/hr								
Fruitland															
Long Grove <sup>1</sup>		Included with Public Works Director position													
McCausland	N/A														
Princeton	N/A														
Riverdale	N/A														
Walcott															
West Liberty	Electric Superintendent	\$83,200/yr									X X		X X		
Wilton	Wilton Municipal	\$36.82/hr													

Comments: <sup>1</sup> Position combined with Public Works Department.  
<sup>2</sup> We also have Gas Department - Superintendent - \$24.60/hr (includes Plumbing Inspector); (1) #2 man - \$18.60/hr. \* 2014 Information

**POSITION: LABORER (SKILLED)**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		\$17.05/hr												
Andalusia		\$13.00/hr												
Atkinson														
Cambridge	3 Positions	\$16.28/hr												
Carbon Cliff														
Coal Valley	Maintenance Technician	\$23.75/hr										X	X	Village Board
Cordova	N/A	\$10.00/hr												
Geneseo														
Hampton		\$18.08/hr									X	X		Council Vote
Hillsdale	N/A													
Keithsburg														
Milan														AFSCME Contract
New Boston		\$18.25/hr	\$17.00/hr											
Orion														
Rapids City														
Sherrard*	N/A													
Silvis	Worker	Varies	\$27.21/hr	\$27.67/hr	\$28.59hr	\$29.03/hr				\$29.49/hr				Union Contract
Viola*														
Windsor	N/A													
Woodhull														
Blue Grass														
Buffalo	N/A													
Fruitland														
Long Grove	Public Works	\$26.54/hr									X	X	X	
McCausland	N/A													
Princeton	2 positions	\$18.07/hr \$22.98/hr									X	X	X	Council Vote
Riverdale	N/A													
Walcott	Public Works - 2	\$20.80/hr \$22.34/hr												
West Liberty	Water Grade 1	\$17.23/hr									X		X	
Wilton		\$21.56/hr												Council Vote

Comments: <sup>1</sup> M.W. - Minimum Wage. \* 2014 Information

**POSITION: LABORER (UNSKILLED)**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		Minimum + \$1.00												
Andalusia		\$11.00/hr												
Atkinson		Minimum Wage												
Cambridge		\$8.25-\$10.00/hr												
Carbon Cliff <sup>2</sup>												X	X	Village Board
Coal Valley												X		
Cordova														
Geneseo														
Hampton		\$13.50/hr												Council Vote
Hillsdale	N/A													
Keithsburg		\$15.00/hr												
Milan	Seasonal Help	\$11.00/hr												Council Direction
New Boston		Minimum Wage												
Orion	Summer Help (Streets & Sewer); Mowers	\$12.00/hr \$13.00/hr												Board Vote
Rapids City	Summer Help	\$13.00/hr												
Sherrard*		\$12.00/hr - PT									X			Board Approval
Silvis	Laborer	Varies	\$19.20/hr	\$20.61/hr	\$24.73/hr	\$25.65/hr				\$26.56/hr				Union Contract
Viola*	Maintenance	\$8.50/hr												
Windsor	Maintenance	\$25.00/hr												
Woodhull	Street Maintenance	\$12.50/hr												Board Approval
Blue Grass	Additional FT Maint.		\$18.00/hr									X		Union Contract
Buffalo		\$8.00-12.00/hr												
Fruitland														
Long Grove	Public Works Assistant	\$21.73 /hr - FT										X		
McCausland	N/A													
Princeton	Seasonal	\$12.02/hr												Council Vote
Riverdale	N/A													
Walcott	Summer Help	\$15.00/hr												
West Liberty	Summer PT Help		\$8.50/hr											
Wilton	Summer Help	\$12.25/hr												Council Vote

Comments: <sup>1</sup> M.W. - Minimum Wage. Set by Ordinance: \* 2014 Information

**POSITION: METER READER**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo		Included in Sewer & Water and Gas Departments duties												
Andalusia	N/A – sold systems													
Atkinson		Included with Maintenance position												
Cambridge	N/A													
Carbon Cliff		Included with our Maintenance position and Village Collector												
Coal Valley		Included with our Maintenance position												
Cordova <sup>1</sup>		See Building Inspector - monthly salary												
Geneseo	Meter Tech	\$30.68/hr												
Hampton	N/A													
Hillsdale	N/A													
Keithsburg														
Milan		Included in Water/Sewer Department AFSCME Contract												
New Boston		Included in Maintenance salary												
Orion		\$400/mo											Board Vote	
Rapids City														
Sherrard*		Included in Maintenance position									X			Board Approval
Silvis	N/A													
Viola*		\$8.50/hr											Council Vote	
Windsor		\$250/qtr												
Woodhull														
Blue Grass														
Buffalo		Included with Electrical Utility Operator												
Fruitland														
Long Grove		Included with Public Works Director position											X	
McCausland	N/A													
Princeton		Included with Public Works position												Council Vote
Riverdale	N/A													
Walcott														
West Liberty														
Wilton	N/A													

Comments: <sup>1</sup> See Building Inspector – monthly salary. Position combined with Laborer position  
 \* 2014 Information

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***PUBLIC SAFETY PERSONNEL***

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**POSITION: FIRE CHIEF**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	Fire Protection District													
Andalusia	Volunteer													
Atkinson	Fire Protection District													
Cambridge	Fire Protection District													
Carbon Cliff <sup>1</sup>	N/A													
Coal Valley	Fire Protection District													
Cordova	N/A													
Geneseo	N/A													
Hampton		\$7,000/yr												Council Vote
Hillsdale	N/A													
Keithsburg														
Milan	Fire Protection District													
New Boston														
Orion														
Rapids City														
Sherrard*	Fire Protection District													
Silvis <sup>2</sup>		\$87,200/yr												Mayor & consent of City Council
Viola*														
Windsor	Fire Protection District													
Woodhull														
Blue Grass	Volunteer													
Buffalo	Volunteer	No Salary												
Fruitland	Volunteer													
Long Grove	Volunteer													
McCausland	Volunteer	No Salary												
Princeton	Volunteer	\$20/mtg												
Riverdale	Volunteer													
Walcott	Volunteer	\$500/yr												
West Liberty	Fire Chief/Volunteer	\$7,200/yr												
Wilton	Volunteer													

Comments: <sup>1</sup> Assistant Fire Chief – \$58.27/month.      <sup>2</sup> Assistant Fire Chief - \$3,631.02/yr plus \$19.28/hr extra work.      \* 2014 Information

**POSITION: FIRE CAPTAIN**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo														
Andalusia	Volunteer													
Atkinson														
Cambridge	Volunteer													
Carbon Cliff	N/A													
Coal Valley														
Cordova	N/A													
Geneseo	N/A													
Hampton	Volunteer													
Hillsdale	N/A													
Keithsburg														
Milan	N/A													
New Boston														
Orion														
Rapids City														
Sherrard*	N/A													
Silvis		\$3,824.15/yr + \$21.38/hr												
Viola*														
Windsor	N/A													
Woodhull														
Blue Grass	Volunteer													
Buffalo	Volunteer													
Fruitland	Volunteer													
Long Grove	Volunteer													
McCausland	Volunteer													
Princeton	Volunteer	\$20/mtg												
Riverdale	Volunteer													
Walcott	Volunteer													
West Liberty														
Wilton	Volunteer													

Comments: \* 2014 Information

**POSITION: FIRE LIEUTENANT**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo														
Andalusia	Volunteer													
Atkinson														
Cambridge	Volunteer													
Carbon Cliff	N/A													
Coal Valley														
Cordova	N/A													
Geneseo	N/A													
Hampton	Volunteer													
Hillsdale	N/A													
Keithsburg														
Milan	N/A													
New Boston														
Orion														
Rapids City														
Sherrard*	N/A													
Silvis <sup>1</sup>		\$20.03/hr												Based on Finance Committee
Viola*														
Windsor	N/A													
Woodhull														
Blue Grass	Volunteer													
Buffalo	Volunteer													
Fruitland	Volunteer													
Long Grove	Volunteer													
McCausland	Volunteer													
Princeton	Volunteer													
Riverdale	Volunteer													
Walcott	Volunteer													
West Liberty														
Wilton	Volunteer													

Comments: <sup>1</sup> Non-Union Employees      \* 2014 Information

**POSITION: FIRE FIGHTER**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo														
Andalusia	Volunteer													
Atkinson	Volunteer													
Cambridge	Volunteer													
Carbon Cliff	N/A													
Coal Valley														
Cordova	N/A													
Geneseo	N/A													
Hampton	Volunteer	Point System												
Hillsdale	N/A													
Keithsburg														
Milan	N/A													
New Boston														
Orion														
Rapids City														
Sherrard*	Fire Protection District													
Silvis <sup>1</sup>														
Viola*														
Windsor	N/A													
Woodhull	Volunteer													
Blue Grass	Volunteer													
Buffalo	Volunteer													
Fruitland	Volunteer													
Long Grove	Volunteer													
McCausland	Volunteer													
Princeton	Volunteer													
Riverdale	Volunteer													
Walcott	Volunteer													
West Liberty	Volunteer	\$10/call												
Wilton	Volunteer													

Comments: <sup>1</sup> Firefighter I - \$15.57/hr – Firefighter II - \$17.31/hr – Firefighter III - \$18.68/hr – Probationary \$12.05/hr.

\* 2014 Information

**POSITION: POLICE CHIEF**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo		\$92,300/yr	Chief of Police combined with City Administrator												Contract
Andalusia	N/A														
Atkinson <sup>1</sup>		\$65,000/yr <sup>1</sup>									X	X			
Cambridge		Contracted with Henry County Sheriff's Department													
Carbon Cliff	N/A	Contracted with Rock Island County Sheriff's Department													
Coal Valley	Chief of Police	\$71,657/yr										X	X	Village Board	
Cordova	N/A														
Geneseo	Chief of Police	\$92,268.80													
Hampton		\$54,000/yr												Board Vote	
Hillsdale	N/A													Council Vote	
Keithsburg	Mayor Liquor Comm Police Comm	\$300/mo													
Milan	Chief of Police	\$90,000.36/yr										X		Cncl Vote & Longevity	
New Boston		Included in Maintenance Salary													
Orion	Contracted with Henry Co Sheriff	\$250,000 contractual fee for FY 2023													
Rapids City															
Sherrard*	Chief of Police	\$15.00/hr PT									X			Board Approval	
Silvis		\$107,700/yr	\$65,000/yr	\$67,500/yr	\$72,500/yr	\$77,500/yr	\$90,000/yr							Mayor with consent of Council	
Viola*	Chief of Police	\$34,000/yr												Council Vote	
Windsor	Police Chief	\$19.00/hr													
Woodhull	Chief of Police	\$49,500/yr													
Blue Grass	Chief of Police	\$28.00/hr	\$27.00/hr									X		Union Contract & Council Vote	
Buffalo		\$28.85/hr								21 years - \$28.85/hr					
Fruitland															
Long Grove	N/A	28E Agreement with Scott County													
McCausland		Contracted with Scott County Sheriff's Department												Vote	
Princeton	Chief of Police	\$60,860.80/yr									X	X	X	Council Vote	
Riverdale	N/A														
Walcott		\$32.67/hr													
West Liberty	Police Chief		\$60,000/yr								X		X		
Wilton		\$67,500/yr					\$74,419/yr							Council Vote	

Comments: <sup>1</sup> Plus Health Insurance/Retirement. \* 2014 Information

**POSITION: POLICE CAPTAIN**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	N/A														
Andalusia	N/A														
Atkinson															
Cambridge	N/A														
Carbon Cliff	N/A														
Coal Valley	Sergeant	\$28.13/hr													
Cordova	N/A														
Geneseo	Sergeant		\$25.72/hr												
Hampton	N/A														
Hillsdale	N/A														
Keithsburg															
Milan <sup>1</sup>														FOP Contract	
New Boston															
Orion															
Rapids City															
Sherrard*	Sergeant	\$13.00/hr - PT									X			Board Approval	
Silvis	Deputy Police Chief	\$93,700/yr	\$79,123/yr												
Viola*	N/A														
Windsor	N/A														
Woodhull	Assistant Chief	\$38,000/yr													
Blue Grass															
Buffalo		\$24.40/hr-FT				4 years - \$24.40/hr									
Fruitland															
Long Grove		28E Agreement with Scott County													
McCausland	N/A														
Princeton	N/A														
Riverdale	N/A														
Walcott															
West Liberty	Police Captain	\$54,641.60/yr					X				X		X		

Comments: <sup>1</sup> Additional 10% of hourly rate per FOP contract.\* 2014 Information

**POSITION: POLICE LIEUTENANT**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON			
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other
Aledo	Lieutenant	\$64,500/yr												
Andalusia	N/A													
Atkinson														
Cambridge	N/A													
Carbon Cliff	N/A													
Coal Valley		\$65,208/yr										X	X	Union Contract
Cordova	N/A													
Geneseo	N/A													
Hampton	Sergeant	\$22.75/hr												
Hillsdale	N/A													
Keithsburg														
Milan <sup>1</sup>	Sergeant													FOP Contract
New Boston														
Orion														
Rapids City														
Sherrard*	N/A													
Silvis	Sergeant	Varies	\$35.36/hr	\$35.88/hr	\$37.02/hr	\$37.63/hr	\$37.94/hr	\$38.25/hr	\$38.41/hr	\$38.41/hr				Union Contract
Viola*														
Windsor	N/A													
Woodhull														
Blue Grass	Sergeant		\$22.00/hr									X		Union Contract
Buffalo	Sergeant	\$22.40/hr- FT			2 years - \$22.40									
Fruitland														
Long Grove		28E Agreement with Scott County												
McCausland	N/A													
Princeton	N/A													
Riverdale	N/A													
Walcott	Sergeant	\$31.03/hr												
West Liberty														
Wilton	Sergeant	\$26.11/hr					\$31.74/hr							Union Contract

Comments: <sup>1</sup> Additional 5% of hourly rate per FOP contract. \* 2014 Information

**POSITION: POLICE OFFICER**

COMMUNITY	TITLE (If Different)	SALARIES									INCREASES BASED ON				
		Current	Starting	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	Maximum	Merit	Longevity	COLA	Other	
Aledo	1 Receptionist 4 Full Time 3 Part Time		\$21.85/hr										X	X	Union Contract
Andalusia	N/A														
Atkinson		\$19.00/hr – PT										X	X		
Cambridge		\$15.50/hr – PT												X	
Carbon Cliff	N/A													X	
Coal Valley			\$23.36/hr										X	X	Union Contract
Cordova		\$10.50/hr <sup>1</sup> - PT													
Geneseo	Police Officer		\$23.37/hr												
Hampton		\$22.75/hr - FT \$25.00/hr – PT													Board Vote
Hillsdale	N/A														
Keithsburg		\$16.00/hr													
Milan <sup>4</sup>		\$36.69/hr													FOP Contract
New Boston <sup>5</sup>		\$14.00/hr													
Orion	Part-time	\$21.00/hr													Board Vote
Rapids City															
Sherrard*	N/A														
Silvis <sup>3</sup>		Varies	\$26.92/hr	\$29.27/hr Yr 1 \$31.64/hr Yr. 2	\$34.15/hr Varies										Union Contract
Viola*															
Windsor	Part Time	\$19.00/hr													
Woodhull	Part Time	\$17.00/hr													
Blue Grass	Part Time	\$20.00/hr	\$19.00/hr										X		Union Contract
Buffalo		\$20.00 – PT			\$21.80/hr										
Fruitland															
Long Grove		28E Agreement with Scott County													
McCausland	N/A	Contracted with Scott County Sheriff's Department													
Princeton	Part time	Varies												X	Council Vote
Riverdale	N/A														
Walcott		\$28.09/hr - FT \$20.07/hr – PT													
West Liberty	Police Officer		\$19.06/hr									X		X	
Wilton <sup>2</sup>		\$24.00/hr	\$26.25/hr												Union Contract

Comments: <sup>1</sup> IMRF <sup>2</sup> Part-time Officer - \$17.10/hr. <sup>3</sup> For officers hired after 5/1/14. <sup>4</sup> Rate per FOP contract; Night shift additional \$0.45/hr <sup>5</sup> General Maintenance/Police Officer is \$17.50/hr-employee gets 20 hrs Maintenance & 20 hrs Police each week. \* 2014 Information

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## ***LEAVE POLICIES***

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## HOLIDAYS

COMMUNITY	PRESIDENTS' DAY	MARTIN LUTHER KING DAY	GOOD FRIDAY	MEMORIAL DAY	INDEPENDENCE DAY	LABOR DAY	COLUMBUS DAY	VETERANS DAY	THANKS-GIVING	THANKS-GIVING FRIDAY	CHRISTMAS EVE DAY	CHRISTMAS DAY	NEW YEAR'S EVE DAY	NEW YEAR'S DAY	PERSONAL OR FLOAT	BONUS	BIRTHDAY	OTHER
Aledo <sup>4</sup>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	24/hrs			
Andalusia		X		X	X	X		X	X	X	1/2	X		X				
Atkinson				X	X	X			X		1/2	X	1/2	X	2		Juneteenth	
Cambridge	X	X		X	X	X	X	X	X	X	X	X	1/2	X				
Carbon Cliff <sup>5</sup>	X	X		X	X	X	X	X	X	X	X	X		X			X	Juneteenth
Coal Valley				X	X	X			X	X	X	X		X	3			
Cordova			X	X	X	X			X	X	X	X	X	X	Hourly			
Geneseo			X	X	X	X			X	X	X	X		X	3			
Hampton <sup>1</sup>	X <sup>4</sup>	X		X	X	X	X	X	X	X	X	X		X	5			
Hillsdale				X	X	X			X	X		X		X				
Keithsburg				X	X	X			X			X		X			Election Day	
Milan		X	X	X	X	X		X	X	X	X	X		X	3			
New Boston	X	X	X	X	X	X	X		X	X	X	X	X	X				
Orion				X	X	X	X	X	X	X	X	X	X	X	2			
Rapids City	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Sherrard <sup>1*</sup>	X	X		X	X	X		X	X	X	X	X	1/2	X			Election Days	
Silvis <sup>6</sup>	X		X	X	X	X		X	X	X	X	X		X	6 <sup>6</sup>			
Viola <sup>*</sup>																		
Windsor																		
Woodhull				X	X	X			X		1/2	X	1/2	X	4		X	
Blue Grass	X	X		X	X	X		X	X	X	X	X	X	X	5			
Buffalo	X	X	X	X	X	X		X	X	X	X	X	1/2	X	4			
Fruitland	X	X		X	X	X		X	X	X	X	X		X	4			
Long Grove		X		X	X	X		X	X	X	1/2	X	1/2	X				
McCausland <sup>2</sup>			X	X	X	X		X <sup>3</sup>	X			X		X				
Princeton			X	X	X	X		X	X	X	X	X	1/2	X				
Riverdale		X	X	X	X	X		X	X	X	X	X		X				
Walcott				X	X	X		X	X	X	X	X		X	2			
West Liberty				X	X	X		X	X	X		X		X	1			
Wilton			X	X	X	X		X	X	X	X	X	X	X				

Comments: <sup>1</sup> Police Officers do not get any holidays off. <sup>2</sup> All part time workers – no holiday or vacation pay.....<sup>3</sup> <sup>4</sup> If a vet. <sup>5</sup> Floating Holiday (Good Friday or Veteran's Day – determined at beginning of year) <sup>6</sup> 6 personal days/year for AFSCME & FOP \* 2014 Information <sup>4</sup> Lincoln's Birthday as a holiday.

## VACATION

COMMUNITY	Number of Employment Years Required to Obtain Given Amount of Vacation							A	B	C	D	
	One Week	Two Weeks	Three Weeks	Four Weeks	Five Weeks	Six Weeks	Over Six Weeks				Y/N	Policy
	Years	Years	Years	Years	Years	Years	Years					
Aledo <sup>4</sup>	1	2-5	6-10	11+				Hire Date		½ hour		Carry-over 1 year of accrual max or lose.
Andalusia	1	2	10					After 1 year	After 1 year	½ day	N	No carry-over
Atkinson	1	2-10	10+					Hire Date	After 1 year	½ day	Y	5 days maximum carry over
Cambridge		1-4	5-9	10-20	21+			After 1 year	After 1 year <sup>1</sup>		N	
Carbon Cliff		2	6	11	16			Hire Date	See below <sup>2</sup>	N/A	Y	See below <sup>1</sup>
Coal Valley		1	5	15	20			Hire Date	After 1 year	1 day	N	
Cordova	1	2-5	5+					Hire Date	After 1 year	N/A		
Geneseo		1-7	8-15	16-20	21+			Hire	After 1 year	N/A	Y	10 days max
Hampton	1	3	10					After 1 year	After 1 year	1 hour	N	
Hillsdale	1											
Keithsburg	1	2-4	5-9	10+								Maintenance Supt & Water/Sewer/Billing Collector receive vacation time.
Milan <sup>5</sup>	1	2	5	10	18	25		Hire Date	Upon receiving hours	AFSCME-4 hrs; FOP 1 day	Y	<sup>5</sup>
New Boston	1	2-4	5-9	10+								
Orion	1	2	10	15				After 1 year	1 <sup>st</sup> day of fiscal year	½ day	Y	Up to 20 hrs may be carried over, but must use in 1 <sup>st</sup> Qtr. of next Fiscal Yr.
Rapids City	1-4	5-9	10+	10				During 1 <sup>st</sup> year	After 1 year	¼ hour	Y	No policy
Sherrard <sup>3*</sup>		6 mo						Hire Date	When earned	Any increment	N	Unused at end of FY paid out
Silvis		1	3	7	14	20		Date of Hire	After 1 year	1 hour	Y	Max 2 weeks or can cash out
Viola*												
Windsor												
Woodhull		2-9	10-19	20+				Hire Date	After 1 year	1 week	N	
Blue Grass	1	2	5		10			Date of Hire	After 1 year	Any increment	Y	Up to 5 days
Buffalo	1	2	8	15	20			Hire Date	After 1 year	Any	Y	With Council approval
Fruitland	1	2	8	14				Hire Date	After 1 year	½ day	Y	One week
Long Grove		0-1	1-4	4-9	10-19	20+		Hire Date	Upon receiving hours	N/A	Y	Carry up to 210 hours
McCausland												Overtime used as PTO
Princeton	1	2-6	7-14	15				Hire Date	After 1 year	½ day	Y	Yr1 – 7 days; Yr2-6 – 15 days; Yr7-14 – 22 days; Yr15 – 30 days
Riverdale	0	0						Hire Date	Hire Date	¼ hour	Y	Max 1 week
Walcott	1	2	5	15				Hire Date	After 1 year	Any increment	Y	Limited to 40 hours
West Liberty	1	2-5	6-10	10 or more				Hire Date	After probation period	½ hour		Accrual based on years of service
Wilton	1	2	5	10	20			After 1 <sup>st</sup> day	After 6 months	1 hour	Y	Limited to 40 hours

A. When does an employee begin to accrue vacation?

B. When can an employee begin to take vacation?

C. What is the minimum increment of vacation an employee can take (e.g. half-hour, half-day, etc.)?

D. Can unused vacation be carried over from year to year? If yes, what is your policy?

Comments: <sup>1</sup> Any employee who does not take their vacation within the year earned shall be compensated for the number of days (not to exceed 2 weeks) not taken during the first pay period following the anniversary date of their employment with the Village.

<sup>2</sup> As soon as earned, earned by hours each pay period to earn total for the year. <sup>3</sup> Full time earns 8 hrs/month.

<sup>4</sup> 2-1/2 weeks - 6-10 years. <sup>5</sup> AFSCME carry 2 weeks; FOP no limit; non-contract can carry 50% of what is earned at carryover.\* 2014 Information

VACATION (Table 2)

COMMUNITY	E								
	Y/N	Retirement	Rate	Honorable Separation	Rate	Discharge	Rate	Other	Rate
Aledo									
Andalusia	Y	X	100%	X	100%	X	100%		
Atkinson	N	X	100%	X	100%				
Cambridge	Y	X	100%	X	100%	X	100%		
Carbon Cliff	Y	X	100%	X	100%	X	100%	Up to 2 weeks annually	100%
Coal Valley	N	X	100%						
Cordova	N/A								
Geneseo	Y	X	100%	X	100%	X	100%	1 week annually	100%
Hampton	Y	X	100%	X	100%			100% of unused @ annivers dt	
Hillsdale	N/A								
Keithsburg	N								
Milan	N	X	100%	X	100%	X	100%		
New Boston	N								
Orion	Y	X	100%						
Rapids City	Y		100%			X	100%	X	100%
Sherrard*	Y							Unused - 100% at end of FY	
Silvis	Y	X	100%	X	100%	X	100%		
Viola*	Y							1 week annually	100%
Windsor									
Woodhull	Y		100%		100%				
Blue Grass	Y	X	100%	X		X	100%		100%
Buffalo	Y	X	100%	X	100%	X	100%		
Fruitland	Y	X	100%	X	100%	X	100%		
Long Grove	Y	X	100%	X	100%	X	100%	Council/Mayor approval	100%
McCausland									
Princeton	Y	X	100%	X	100%				
Riverdale	Y	Y	100%						
Walcott	Y	X	100%	X	100%	X	100%		
West Liberty	Y	X	100%	X	100%	Yes	100%		
Wilton	N								

E. Do you allow cash payments in lieu of unused vacation? If yes, under what conditions and at what rate (e.g. 50%, 100%, etc.)? Mark all that apply.

Comments: \* 2014 Information

**SICK**

COMMUNITY	SICK Days/Year	A	B	C	D		E
					Y/N	Policy	
Aledo		Hire Date	After probationary period	½ hour		720 hrs accrual w/ additional hrs accrued up to 1920 hrs for IMRF service credit	720 hours
Andalusia	3	Hire Date	When sick	No policy	N	None	N/A
Atkinson <sup>2</sup>	12	Hire Date	As earned	½ hour	Y	Up to 120 days	120 days
Cambridge	6	Hire Date	Earned monthly		Y	Up to 50 days maximum	50 days
Carbon Cliff	6 first 2 yrs / 12 after 2 yrs	After 1 month	As earned	N/A	Y	Up to 60 days maximum	60 days
Coal Valley	12	After 1 month	After 1 month	½ hour	Y		No maximum
Cordova	Hourly = 6 days	Fiscal Year	Earned monthly	Hour			
Geneseo	6	Hire Date	As soon as accrued	N/A	Y	240 hours max accrual	240 hours
Hampton	N/A						
Hillsdale	N/A						
Keithsburg							
Milan	12 annual on 7/1	Hire Date	3 months = 1 day	½ hour	Y	66% pay-out after 72 day max	72 days
New Boston	10						
Orion	10 - 5 for Deputy Clerk/Treasurer position	Immediately	As soon as accrued	½ hour	Y	120 days per employee	260 days in a community sick leave bank
Rapids City	N/A						
Sherrard*	5 - FT only	Hire Date	After 6 months employment	Any increment	N	Unused sick leave is lost	
Silvis	12	Date of Hire	As soon as accrued	Hourly	Y	Up to 6 months. Can be used toward length of service for AFSCME when retired or convert 50% toward health insurance premium. FOP can convert money & apply 50% to health insurance.	No limit
Viola*	5 days				N	Unused sick leave is lost	
Windsor							
Woodhull	N/A						
Blue Grass	12	After 6 months	After probation	Any increment	Y		1,000 hours
Buffalo	12 (earn 1 sick day/mo if worked the month not using sick time)	Hire Date	As soon as accrued	No policy	Y	120 days per employee	120 days
Fruitland	6	Hire Date	As soon as accrued	½ day	Y	Up to 80 hours accrued	80 hours
Long Grove	12	Hire Date	When leave is accrued	4 hours	Y	Sick leave is included with Vacation/Personal = Combined PTO.	
McCausland							
Princeton	5	After 1 year	As soon as accrued	½ hour	N		N/A
Riverdale	5	Hire Date	Hire Date	¼ hour	Y	100% carryover	N/A
Walcott	12	Hire Date	As soon as accrued	Any Increment	Y	Can accumulate up to 960 hours	960 hours
West Liberty	64 hours/year	Hire Date	Probation period	½ hour	N	64 hours annually paid out at the end of calendar year December	24 hours can be used for personal time
Wilton	12	Starting w/day 1	As soon as accrued	1 hour	Y	Can accumulate up to 130 days	130 days <sup>3</sup>

A. When does an employee begin to accrue sick leave? B. When can an employee begin to take sick leave? C. What is the minimum increment of sick leave an employee can take (e.g. half-hour, half-day, etc.)? D. Can unused sick leave be carried over from year to year? If yes, what is your policy? E. ...What is the maximum accumulation of sick leave allowed? \* 2014 Information

Comments: <sup>1</sup> 24 hrs can be used as personal time – at the end of year unused time is paid out in separate pay check.

<sup>2</sup> Sick leave provided for illness; if more than 3 working days, must have doctor's excuse; reviewed by Village Board. Paid a maximum of 30 working days for extended illness/injury

SICK (Table 2)

COMMUNITY	F								
	Y/N	Retirement	Rate	Honorable Separation	Rate	Discharge	Rate	Other	Rate
Aledo	N	IMRF additional svc credit							
Andalusia	N								
Atkinson	N								
Cambridge	Y	X	33%	X	33%	X	33%	X	33% <sup>1</sup>
Carbon Cliff <sup>5</sup>	N								
Coal Valley	N								
Cordova	N/A								
Geneseo	Y	X	50%						
Hampton									
Hillsdale	N								
Keithsburg									
Milan	N	IMRF Credit	100%						
New Boston	N								
Orion	Y	IMRF Credit							
Rapids City	N/A								
Sherrard*	N								
Silvis <sup>6</sup>	Y	IMRF Service Credit	100%	No		No		X <sup>6</sup>	
Viola*									
Windsor									
Woodhull	N/A	X							
Blue Grass	N								
Buffalo	Y	After minimum 20 yrs <sup>4</sup>	100%	X	50%	X	50%		
Fruitland									
Long Grove	N								
McCausland									
Princeton	N								
Riverdale	N								
Walcott	Y	X	100%	Y - after 10 years' service	100%	N			
West Liberty	Y	X	100%	N		N			
Wilton	N								

F. Do you allow cash payments in lieu of unused sick leave? If yes, under what conditions and at what rate (e.g. 50%, 100%, etc)? Mark all that apply.  
 Comments: <sup>1</sup> At year end, anything over 50 hours. <sup>2</sup> With City Administrator's approval. <sup>3</sup> At year end – unused sick pay. <sup>4</sup> Hired before July 1, 2006 – 100%, max 120; Minimum 20 years – ½ of sick leave, max 60 days. Under IMRF unused, unpaid sick days earned may qualify for a maximum of one year (240 days) of additional service credit. Service credit is earned at the rate of one month for every 20 days of unused, unpaid sick leave or fraction thereof. This policy is only good at time of retirement from current IMRF employee. <sup>6</sup> Any remaining days past 240 days can be applied to health insurance 15%. FOP can convert unused & apply 50% to health insurance cost of coverage.  
 \* 2014 Information

**OTHER LEAVE POLICIES: DISABILITY**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	Worker's Compensation			
Andalusia	Worker's Compensation			
Atkinson	Worker's Compensation			
Cambridge	Worker's Compensation/IMRF Short Term Disability			
Carbon Cliff	IMRF/SS/Worker's Compensation			
Coal Valley	IMRF/SS/Worker's Compensation			
Cordova	IMRF/Worker's Compensation			
Geneseo	IMRF/Worker's Compensation			
Hampton	IMRF/SS/Worker's Compensation	2 weeks paid if not work related		
Hillsdale	N/A			
Keithsburg				
Milan	IMRF/Police Pension/Worker's Compensation			
New Boston	Worker's Compensation			
Orion	IMRF/Worker's Compensation/Sick Leave Bank			
Rapids City	IMRF/SS/Worker's Compensation			
Sherrard*	Worker's Compensation		60%	
Silvis	Worker's Compensation/Short Term Disability	Short Term – 26 weeks	66%	
Viola*				
Windsor	Worker's Compensation			
Woodhull	Worker's Compensation			
Blue Grass	Worker's Compensation/Short Term Disability	26 weeks		
Buffalo	Central States	26 weeks	\$150/per week	
Fruitland	Worker's Compensation			
Long Grove	Worker's Compensation/Disability			
McCausland	No Policy			
Princeton	Short Term Disability	Short Term – 26 weeks	75%	Max of \$250/per week
Riverdale	No Policy			
Walcott	No Policy			
West Liberty	Short Term Disability	26 weeks	66%	Part-time employee
Wilton	Worker's Compensation			

Comments: \* 2014 Information

**OTHER LEAVE POLICIES: ON THE JOB INJURY**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	Worker's Compensation			
Andalusia	Worker's Compensation			
Atkinson	Worker's Compensation			
Cambridge	Worker's Compensation	By Law	By Law	
Carbon Cliff	Worker's Compensation	By Law	By Law	
Coal Valley	Worker's Compensation	By Law	By Law	
Cordova	Worker's Compensation			
Geneseo	Worker's Compensation	By Law	By Law	
Hampton	Worker's Compensation	By Law	By Law	
Hillsdale	Worker's Compensation	By Law	By Law	
Keithsburg				
Milan	Worker's Compensation	By Law	By Law	
New Boston	Worker's Compensation			
Orion	Worker's Compensation			
Rapids City	Worker's Compensation		By Law	
Sherrard*	Worker's Compensation	By Law		
Silvis	Worker's Compensation	By Law	By Law	
Viola*	Worker's Compensation			
Windsor	Worker's Compensation			
Woodhull	Worker's Compensation			
Blue Grass	Worker's Compensation			
Buffalo	Worker's Compensation & AFLAC at employee's expense			
Fruitland	Worker's Compensation	By Law	By Law	
Long Grove	Worker's Compensation	By Law	By Law	
McCausland	Worker's Compensation	By Law	By Law	
Princeton	Worker's Compensation	State Law	State Law	State Law
Riverdale	Worker's Compensation	State Law	State Law	State Law
Walcott	Worker's Compensation			
West Liberty	Worker's Compensation	By Law		
Wilton	Worker's Compensation			

Comments: \* 2014 Information

**OTHER LEAVE POLICIES: FAMILY LEAVE**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	Bereavement - up to 3 days - FMLA & FT only	Up to 3 days immediate family; 1 day for all other family members.	100%	Part-time employees
Andalusia	Bereavement – up to 3 days for immediate family	1 day other family	100%	Part-time employees
Atkinson	Funeral Leave	Up to 5 days	100%	Part-time employees
Cambridge	Funeral Leave – family	3 days	100%	Part-time employees
Carbon Cliff <sup>1</sup>	Full-time employees are eligible	3 days; see below	100%	
Coal Valley	Bereavement	3 days	0%	
Cordova		3 day immediate family/1 day other family		
Geneseo	Bereavement	3 days	100%	Part time employees
Hampton	Bereavement for immediate family	3 days	100%	Part-time employees
Hillsdale	N/A			
Keithsburg				
Milan	Bereavement 3 days immediate family / 1 day other family	3 days	100%	Part-time employees
New Boston	No set policy			
Orion	Bereavement Leave	3 days	100%	
Rapids City	Bereavement Leave	3 days per occurrence	100%	
Sherrard*	No policy			
Silvis <sup>2</sup>	Bereavement Leave	3 days	100%	See below <sup>2</sup>
Viola*	Bereavement Leave	3 days	100%	Part-time employees
Windsor				
Woodhull	Bereavement Leave	3 days	100%	Part-time employees
Blue Grass	Death within immediate family	Up to 3 days	100%	Paternity Leave - up to 3 days
Buffalo	Funeral	3 days plus 5 days for spouse/child	100%	
Fruitland	Family/Medical/Bereavement Leave	Up to 12 weeks/3 days	Unpaid/100%	
Long Grove	Family/Medical Leave	Accrued leave	100%	
McCausland	Family/Medical Leave	Per law		
Princeton	Family/Medical Leave/Funeral 3 days	12 weeks per calendar year	Unpaid	
Riverdale	N/A			
Walcott	Funeral Leave	3 days	100%	
West Liberty	Bereavement – up to 3 days – FMLA & FT only	Immediate family qualify	100%	Part-time employees
Wilton	Death within immediate family	5 days	100%	

Comments: <sup>1</sup> Funeral Leave for immediate family. Family/Medical Leave – 12 weeks per calendar year – unpaid. Military Leave and Family Leave Act per regulated standards.

<sup>2</sup> List of individuals that would qualify listed in contract (immediate family). \* 2014 Information

**OTHER LEAVE POLICIES: PERSONAL LEAVE**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	3 personal days per city fiscal year			Part-time employees
Andalusia	Must take vacation time or compensatory time			
Atkinson	Funeral Leave/Family and Relatives	5 days immediate family 1-3 days relatives	100%	
Cambridge	1 day after 5 years; 2 days after 10 years, etc.	Accrued	100%	
Carbon Cliff	Full-time employees after 1 year	2-4 days based on years of employment	100%	
Coal Valley	No policy			
Cordova	Sick/Personal			
Geneseo	Personal Leave	4 months	Unpaid	
Hampton	Full-time – 40 hours/year	40 hours per year		
Hillsdale	N/A			
Keithsburg				
Milan	Full Time	3 days per year	100%	Salary/Part-time
New Boston	Sick or vacation time			
Orion	Two days per year, no restrictions; if not used, days are lost each year		100%	Part-time employees get 1 day
Rapids City	No policy			
Sherrard*	No policy			
Silvis	Family medical, military, maternity	No policy	Unpaid	Only full-time employees
Viola*	No policy			
Windsor	No policy			
Woodhull		4 days per year		
Blue Grass	Maternity, with a doctor's recommendation; funeral of immediate family/relative	Up to 3 days	100%	
Buffalo	Personal Days	4 days per year	100%	
Fruitland	Personal days	3 days	100%	
Long Grove	Comp Time	Accrued	100%	
McCausland	No policy			
Princeton	Sick days can be used for personal days	5 days	100%	Part-time employees
Riverdale	N/A			
Walcott	Full-time – personal leave	2 days	100%	
West Liberty	Sick Leave of 24 hours can be used for personal time			Part-time employees
Wilton	Granted by City Administrator	3 months	Unpaid	

Comments: \* 2014 Information

**OTHER LEAVE POLICIES: MILITARY LEAVE**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	FT Military Family Leave			
Andalusia	No Policy			
Atkinson	Funeral Leave	3 days	100%	Part-time employees
Cambridge	Per state and federal regulations			
Carbon Cliff	Per state and federal regulations			
Coal Valley		1 year	0%	
Cordova				
Geneseo	Military Leave – By Law			
Hampton	By Law	Unlimited - by law	Difference between military and regular pay	Part-time employees
Hillsdale	N/A			
Keithsburg				
Milan	By Law			
New Boston	No set policy			
Orion	No Policy			
Rapids City				
Sherrard*	No set policy			
Silvis	Family/Medical Leave	1 year	Unpaid	No loss of seniority
Viola*	Per state and federal regulations			
Windsor	Per state and federal regulations			
Woodhull	Full-time employees/Reserve Training	10 days	Regular, less military pay	
Blue Grass		Leave of Absence	Receive regular pay	First 30 calendar days
Buffalo	Yes	Up to 90 days from release	None	
Fruitland				
Long Grove	Family/Medical Leave	Accrued leave	100%	
McCausland	No Policy			
Princeton	Military Leave		Unpaid	
Riverdale	Per Iowa Code			
Walcott	Granted per Iowa Code 29A			
West Liberty	Per Iowa Code			
Wilton	Per Iowa Code			

Comments: \* 2014 Information

**OTHER LEAVE POLICIES: JURY LEAVE**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo	Up to 2 weeks of pay over any 2-year period with pay to be at their regular straight time rate for 8 hours less the amount they receive from the court as jury pay.			
Andalusia	Employee is excused for paid jury duty			
Atkinson	Full-time employees		Regular, less jury payment	
Cambridge	Full time employees	30 days	Full pay – turn jury pay over to the Village	Must be at work if not on jury
Carbon Cliff	No policy	According to law	Difference between jury pay & regular pay	
Coal Valley	Full-time employees	No limit	Regular, less jury payment	
Cordova				
Geneseo	Full time employees	No limit	Regular, less jury payment	
Hampton		None	None	
Hillsdale	N/A			
Keithsburg				
Milan	Full Time	None	Full pay – turn over jury pay	
New Boston				
Orion	Unwritten, but employees are excused	No max	Regular, less jury payment	
Rapids City	Employee is excused for paid jury duty			
Sherrard*	No policy			
Silvis	Per contract	No limit	Employee is excused & paid difference between jury pay & regular pay.	None
Viola*	Full-time employees		Difference between jury pay & regular pay	
Windsor	No policy			
Woodhull	Full-time employees	Up to two weeks of pay	Full pay - turn jury check over to the City	
Blue Grass	Leave of absence granted with compensation		Difference between jury pay and regular pay	
Buffalo	Full-time employees	No limit	Regular, less jury payment	
Fruitland	Employee excused	No limit	Difference between regular pay & jury pay	
Long Grove	Employee excused for jury duty	None	Regular, less jury pay	
McCausland	Employee excused for jury duty	None	Regular, less jury pay	
Princeton	Full-time employees	No limit	Difference between jury pay & regular pay	
Riverdale	Full-time employees	No limit	Regular, less jury pay	
Walcott	Excused for jury duty with full compensation			
West Liberty	Full time employee is excused	No limit	Regular	
Wilton	Excused for jury duty with full compensation		100%	

Comments: \* 2014 Information

**OTHER LEAVE POLICIES: UNPAID LEAVE**

COMMUNITY	DEFINITION/POLICY	MAXIMUM PERIOD OF LEAVE	PERCENTAGE OF COMPENSATION PAID	EXCLUSIONS
Aledo				
Andalusia	If employee has used their vacation time, they must take this time with no pay.			
Atkinson	Mayoral approval	1 year	None	
Cambridge	After using all vacation, comp, and sick	None	None	
Carbon Cliff	No policy			
Coal Valley	Full-time employees	1 year	None	
Cordova				
Geneseo	No policy			
Hampton	Mayor approval	None	None	
Hillsdale	N/A			
Keithsburg				
Milan	No policy			
New Boston				
Orion	No policy			
Rapids City	No policy			
Sherrard*	No policy			
Silvis	No policy			
Viola*	Upon approval of Village Board			
Windsor	No policy			
Woodhull				
Blue Grass	Upon approval by Mayor			
Buffalo	No policy			
Fruitland	Upon approval – without pay	None	None	
Long Grove	Council approval			
McCausland	No policy			
Princeton	No policy			
Riverdale	No policy			
Walcott	Upon Council approval	90 days	None	
West Liberty	If employee has used their vacation time, they must take this time with no pay	Per City Manager approval		
Wilton	Granted at discretion of City Administrator – not to exceed 3 months			

Comments: \* 2014 Information

**INSURANCE BENEFITS (MONTHLY PREMIUMS)**

COMMUNITY	HEALTH				DENTAL				OPTICAL				PRESCRIPTION				OTHER			
	EMPLOYER COST		EMPLOYEE COST		EMPLOYER COST		EMPLOYEE COST		EMPLOYER COST		EMPLOYEE COST		EMPLOYER COST		EMPLOYEE COST		EMPLOYER COST		EMPLOYEE COST	
	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
Aledo	92.5%	92.5%	7.5%	7.5%	92.5%	92.5%	\$7.5%	7.5%	92.5%	92.5%	7.5%	7.5%	Included in Premium							
Andalusia	\$1165.00	Emp +1- \$2237 Family +2- \$2889	0	0	Included in the Total Premium								Included in Premium				85%		15%	
Atkinson	100%	0%	0	100%	Included in Health Insurance				N/A				Included in Health Ins – \$15 Generic/\$30 Pref/\$50 Non Pref							
Cambridge	100%	100%	HSA		Included in Health Insurance				Included in Health Insurance				Included in Health Insurance							
Carbon Cliff <sup>4</sup>	\$2,600 Deductible	\$5,200 Deductible	\$793.14	\$1,860.44	See Below				See Below				Included in Health Insurance							
Coal Valley	80%	80%	20%	20%	Included in Health Insurance								Included in Health Insurance							
Cordova	N/A	N/A	N/A	N/A	N/A				N/A											
Geneseo	80%	80%	20%	20%	100%		0%		N/A				Included in Premium							
Hampton	100%	100%			N/A				N/A				Included in Health Insurance							
Hillsdale	N/A																			
Keithsburg																				
Milan	100%	100%	N/A	N/A	Have dental and eye reimbursement \$1,000/yr								Included in Health Insurance							
New Boston <sup>5</sup>																				
Orion	90%	90%	10%	10%																
Rapids City	100%	100%		0	100%	100%	0%	0%												
Sherrard*	N/A																			
Silvis <sup>6</sup>			\$40.63/ pay period	\$116.78/ pay period	Included in Health Insurance				\$1,000 for term of contract				\$5/\$10 co-pay all prescriptions							
Viola <sup>3*</sup>		\$700	0	0	N/A				N/A				Included in Health Insurance							
Windsor	N/A	N/A	0	0	N/A				N/A				N/A							
Woodhull	\$906	\$1,196	0	0	N/A				N/A				Included in Health Insurance				Monthly rates			
Blue Grass	96%	96%	\$40.00 <sup>2</sup>	\$40.00 <sup>2</sup>	Included in Health Insurance				Included in Health Insurance				\$10/\$25 out of system							
Buffalo <sup>1</sup>	\$308.02	\$308.20	\$23.18	\$23.18	Included in Health Insurance				Included in Health Insurance											
Fruitland																				
Long Grove	100% to \$1,400/mo max	100% to \$1,400/mo max	>\$1,400	>\$1,400	Same as for Health Insurance				Same as for Health Insurance				Same as for Health Insurance							
McCausland <sup>7</sup>																				
Princeton	100%		0	Full cost above single	N/A				0	0	\$10.18	N/A	Included in Health Insurance							
Riverdale	N/A				N/A				N/A				N/A							
Walcott	100%	100%	0	0	100%	100%	0%	0%	0	0	100%	100%	Included in Health Insurance							
West Liberty	100%	17%	100%	81%	Self-Funded								\$8 Generic/\$35 Pref/\$50 Non- Preferred							
Wilton	100%	80%	0	20%	100%	80%	0%	20%	100%	80%	0	20%	Included in Health Insurance							

Comments: <sup>1</sup> 184 P/W Single & Family – No Group Cost – Covers Health, Dental, Vision, Prescriptions, LTD and Life. <sup>2</sup> \$40.00 every 2 weeks. <sup>3</sup> \$700 applied to coverage of employees choice. <sup>4</sup> Health: EE + Child - \$1,133.21. Dental: EE = \$30.95; EE +1 = \$64.08; EE +2 = \$110.63. Vision: EE = \$8.17; EE + Spouse = \$13.08; EE + Family = \$21.53 (Dental & Vision). Village pays 100% of Employee Only insurance and 85% of child or family. Village also pays the H.S.A. deductible to account each year. <sup>5</sup> No insurance provided by New Boston – they pay a stipend for their 2 maintenance staff in lieu of insurance. <sup>6</sup> City of Silvis committed to flat amount for 4 years for employee contribution, employee position for police single is “0”. <sup>7</sup> City of McCausland – Maintenance is FT – Employer pays \$200. Employee pays \$147. \*2014 Information

**INSURANCE (Table 2)**

COMMUNITY	HEALTH				DENTAL			
	Co-Insurance Ratio		Employee Deductible	Carrier	Co-Insurance		Employee Deductible	Carrier
	Single	Family			Single	Family		
Aledo				Blue Cross/Blue Shield of Illinois				Delta Dental
Andalusia	80/20%	80/20%	\$30 Co. Pay Office Visit	Illinois Dept of Central Management Services (CMS)				
Atkinson	90/10%	90/10%	\$40 Co Pay Office Visit	Heath Alliance	100/80/50%	0%	\$50 – Single \$150 – Family	Reliance Standard
Cambridge <sup>5</sup>	\$20 Office Visits <sup>5</sup> 30% Specialist	\$20/office visits 30% Specialist	\$1,000 Employee \$2,500 Family	United Health Care				Delta Dental
Carbon Cliff	100%	85%	Paid by Village: \$2,600 Employee only \$2,600 Employee +Family	Blue Cross/Blue Shield of Illinois	100%	85%	\$0	Delta Dental
Coal Valley		80/20%	\$750	United Health Care	80/20%	80/20%	\$50.00	Met Life
Cordova								
Geneseo								
Hampton	80/20%	80/20%	\$25 Co Pay Office Visit	United Health Care	N/A	N/A	N/A	N/A
Hillsdale	N/A							
Keithsburg								
Milan	90/10%	90/10%	-0-	Meritain/PHCS	N/A	N/A	N/A	N/A
New Boston								
Orion	80/20%	80/20%	\$1,500/\$4,000	United Health Care River Valley	N/A	N/A	N/A	N/A
Rapids City								
Sherrard*	N/A				N/A	N/A	N/A	N/A
Silvis <sup>4</sup>	85/15%	85/15%	\$250/\$500	Health Alliance	N/A		\$50	Humana
Viola*	No Policy							
Windsor	N/A							
Woodhull	80/20%	80/20%						
Blue Grass	90/10%	90/10%	\$250/\$500	Central States SE & SW Health & Welfare Fund	90/10%	90/10%	\$0	
Buffalo	90/10%	90/10%	\$250 Single / \$500 Family	Central States				
Fruitland								
Long Grove	HDHP w/HSA Employer Contribution to Fed. Limit or 80/20%	HDHP w/HSA Employer Contribution to Fed. Limit or 80/20%	\$250 Single / \$500 Family	Blue Cross/Blue Shield Wellmark				Delta
McCausland	N/A							
Princeton	\$30 Office Visits		\$1000.00	Coventry Health Care				
Riverdale	N/A				N/A			
Walcott	80/20%	80/20%	Employer Paid \$2,000/Single/ \$4,000/Family	Blue Cross/Blue Shield of Iowa Wellmark			\$25.00 – Single \$75.00 – Family	Blue Dental
West Liberty	\$20 Office Visits \$40 Specialist	\$20 Office Visits \$40 Specialist	\$1000 Employee 100% \$1000 Employer 50%	Blue Cross/Blue Shield of Iowa				Self-Funded
Wilton	80/20%	80/10%	\$250 – Single \$500 – Family	Wellmark Blue Cross/Blue Shield of Iowa			\$25.00 – Single \$75.00 – Family	

Comments: <sup>1</sup> 80/20% after City pays first \$1000 deductible. <sup>2</sup> Maximum annual B.O.P CAP is \$1,250/single, \$2,500/family <sup>4</sup> Out of Network – 70/30% single; 70/30% family; Employee deductible - \$500 single/\$1,000 family. Optional health plan HSA; City fund \$4,000 per year. <sup>5</sup> Also offer HSA plan – employee receives \$2600 to pay toward insurance premiums. \* 2014 Information

**INSURANCE (Table 2)**

COMMUNITY	OPTICAL				PRESCRIPTION DRUGS			
	Co-Insurance Ratio		Employee Deductible	Carrier	Co-Insurance		Employee Deductible	Carrier
	Single	Family			Single	Family		
Aledo				Guardian				
Andalusia								
Atkinson	N/A					\$15 Generic / \$30 Brand Preferred / \$50 Brand Non-Preferred	Health Alliance	
Cambridge						\$10 Generic / \$35 Brand / \$60 Non Preferred	United Health Care	
Carbon Cliff	\$20 Co-Pay		\$0	VSP		Included in Health Insurance	Blue Cross/Blue Shield	
Coal Valley						Included in Health Insurance	John Deere Health	
Cordova								
Geneseo								
Hampton	N/A					\$10 Generic / \$30 Brand / \$45 Non Formulary	United Health Care	
Hillsdale	N/A				N/A			
Keithsburg								
Milan	N/A				N/A	\$5 Generic / \$10 Brand / \$20 Non Formulary	Magellan	
New Boston						Included in Health Insurance		
Orion						\$10 Generic / \$30 Brand / \$45 Non Formulary	United Health Care River Valley	
Rapids City							United Health Care	
Sherrard*	N/A				N/A			
Silvis	\$1,000 for term of contract FOP VSP Plan at no charge				N/A	Included in health insurance \$10 / \$25 / \$40. City self-funds to \$5 / \$10 prescriptions	Health Alliance	
Viola*	No policy							
Windsor	N/A							
Woodhull	N/A							
Blue Grass						\$10 / \$15 / \$25/Prescription	Central States SE & VW Health & Welfare Fund	
Buffalo						25% Deductible; \$50/Prescription	Central States	
Fruitland								
Long Grove				Delta				
McCausland	N/A							
Princeton						\$10 / \$15 / \$25 / Prescription	Avesis Vision Plan	
Riverdale	N/A				N/A			
Walcott	N/A				N/A	Tiers- \$15/\$50/\$125 - \$150- Specialty Preferred; \$300- Non-Preferred.	Blue Cross/Blue Shield of Iowa	
West Liberty							Lincoln/Volunteer product	
Wilton <sup>1</sup>				Avesis		\$10 Generic / \$25 Formulary / \$40 Non-Formulary	Wellmark Blue Cross/Blue Shield	

Comments: <sup>1</sup> Co-Pays: Exam - \$10; Materials - \$15. \* 2014 Information

**OTHER BENEFITS**

COMMUNITY	A		B			C						D		
	Y/N	PROGRAM	Y/N	VALUE	PERCENT	Y/N	TUITION		TEXT/BOOKS		OTHER	Y/N	POLICY	
							Y/N	MAX/YR	Y/N	MAX/YR				
Aledo		IMRF												
Andalusia	N		N			Y	Y	0%	Y	0%		Y	Dept Head Approval-Seasonal	
Atkinson	N	5% Salary	N			N						N		
Cambridge	Y	IMRF/Flexible	Y	Optional	Varies/employee	Y	Y	100%	Y	100%				
Carbon Cliff <sup>2</sup>	N		N			Y <sup>5</sup>	Y	100%	Y	100%		N		
Coal Valley	Y	IMRF	N			Y	Y		N			N		
Cordova														
Geneseo	Y	IMRF												
Hampton	Y	IMRF	Y	IMRF Emp. Salary		N						Y	Dept-Head Approval-Seasonal	
Hillsdale	N					N						N		
Keithsburg													Maint. Supt. receives monthly check for insurance & phone.	
Milan	N		Y	\$25,000	100%				N			N		
New Boston														
Orion	N		Y	\$25,000	100%	Y	Y	No limit				Y	When necessary to fit within a certain range of hours	
Rapids City	N		N			N						Y	If necessary	
Sherrard*	Y	Opt Ins Benefit - \$3.88/hr FT only	N			Y	Y	100%	Y	100%	Y	Training/Seminars	Y	Board Approved as to schedule
Silvis <sup>6</sup>	N		Y	\$10,000/\$15,000/ \$30,000 Included in Ancillary money		Y		\$300 to \$1,250/yr – only for police <sup>6</sup>				N	Effective 5/1/17 up to \$5,000 for continuing education to include elected official.	
Viola <sup>3*</sup>	N		Y											
Windsor	N													
Woodhull	N		N			N			N		N	N		
Blue Grass	N		Y	\$25,000	100%	Y	Y	100%	Y	100%		Y	Council approval. Must maintain C or above. If leaving employment within 2 years after completion, must reimburse.	
Buffalo	Y	AFLAC-no employer match	Y	\$25,000	100%	N						N		
Fruitland	N		N			Y	Y	100%	Y	100%	Y	Training/Seminars		
Long Grove <sup>7</sup>	N		N			N						Y		
McCausland	N		N			N						N		
Princeton	N		Y	\$10,000		Y	Y					N		
Riverdale	Y	AFLAC-no employer match												
Walcott	Y	Medical Reimbursement	Y	\$20,000	100%	N						N		
West Liberty	Y	Flexible spending account	Y	\$50,000 Emp \$2,000 Spouse \$1,000 Children	100%	N						N		
Wilton	N		Y	Life Insurance determined by amount of employee's salary		Y		To be determined	Y	To be determined		N		

A. Does your Community have a Flexible Benefit Program? If yes, please describe.

C. Does your community have an educational incentive program? If yes, does your program reimburse for the following: Tuition, Text/Books, Other.

B. Does your Community provide life insurance for your employees? If yes, what is the value/coverage?

D. Do you provide the option of flexible work schedules for your employees? If yes, please describe.

Comments: <sup>1</sup> 8% of salary into an annuity – 5% paid by Village and 3% by employee. <sup>2</sup> Life insurance is available with one year in IMRF. Additional decreasing term available if IMRF member purchase for \$16.00/month. Covers employee, spouse, children – 14 days to 21 years if in school. <sup>3</sup> Life Insurance \$15.30/month per full-time employee. <sup>4</sup> Pretax money can be used for medical not paid by insurance. <sup>5</sup> Classes and training for items that deal with our jobs. <sup>6</sup> Based on number of hours of educational training. <sup>7</sup> Hartford Life Insurance \* 2014 Information