

### Northern Illinois Special Recreation Association (NISRA) Total Compensation Posting Fiscal Year 2025/26 (May 1 - April 30)

Pursuant to Public Act 97-0609, the following information is being provided for budget year beginning May 1. "Total Compensation" is defined as payment to the employee by the employer for salary, health insurance, a housing allowance, a vehicle allowance, a clothing allowance, bonuses, loans, vacation days granted and sick days granted.

Budget approved by the Board of Directors on February 19, 2025 as part of the Fiscal Year 2025-26 Budget development process.

Performance merit based salary increases are determined and annually awarded at the start of the fiscal year on May 1.

#### "Total Compensation Package" for each employee that is equal to or in excess of \$150,000 per year

Position	Annual Salary	Health/Dental Insurance	Other Compensation	Total Annual Compensation	Annual Earned Paid Vacation Days	Annual Earned Paid Sick Days
Executive Director	\$ 141,455	\$28,785	\$7,200	\$177,440	25	12

#### "Total Compensation Package" for each employee that is equal to or in excess of \$75,000 per year

Position	Annual Salary	Health/Dental Insurance	Other Compensation	Total Annual Compensation	Annual Earned Paid Vacation Days	Annual Earned Paid Sick Days
Superintendent Of Recreation	\$ 106,848	\$30,252	\$50	\$137,150	20	12
Senior Mgr of Operations	\$ 92,557	\$28,785	\$50	\$121,392	25	12
Senior Mgr of Support Staff	\$ 80,545	\$30,252	\$50	\$110,847	25	12
Senior Mgr of Recreation	\$ 78,102	\$28,785	\$50	\$106,937	20	12
Senior Manager of Human Resources	\$ 87,000	\$10,117	\$50	\$97,167	20	12
Manager of Fund Development	\$ 65,500	\$30,252	\$50	\$95,802	20	12
Manager of Communications & Marketing	\$ 66,629	\$10,117	\$50	\$76,796	20	12

#### Notes:

- As per Board policy, any employee with 20 years of service earning 25 vacation days per year may request reimbursement for up to 5 accumulated vacation days per year. Pay out is optional and occurs the end of the fiscal year.
- Indicated in the "Other Compensation" column include: In lieu of an agency provided vehicle, the Executive Director receives a monthly vehicle allowance; Staff are typically provided with an annual \$50 clothing allowance; Full Time Staff declining health insurance from employer will receive a monthly \$100 shared savings payment.
- As per Board policy, employees who use less than 3 sick days in the calendar year, may request to be reimbursed for the difference of three days and the number of days used. Pay out to qualified employees is made in the last pay period of the calendar year.