

Northern Illinois Special Recreation Association (NISRA) Total Compensation Posting Fiscal Year 2020/21 (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, 2020 as part of the Fiscal Year 2019-20 Budget development process. Performance merit based salary increases were not released due to the COVID-19 Pandemic until Oct. 21, 2020 with staff receiving only half of budgetted raise percent of 1.5%.

"Total Compensation Package" for each employee that is equal to or in excess of \$150,000 per year: None

| Position | Annual Salary | Annual Employer paid Health Insurance | Other Compensation | Total Fiscal Year Compensation | Annual Earned Paid Vacation Days | Annual Earned Paid Sick Days |
|--|---------------|---------------------------------------|--------------------|--------------------------------|----------------------------------|------------------------------|
| Executive Director | \$ 113,954 | \$21,576 | \$7,200 | \$ 142,730 | 20 | 12 |
| Senior Mgr of Operations | \$ 71,905 | \$21,576 | \$0 | \$ 93,481 | 25 | 12 |
| Senior Manager of Finance & Administration | \$ 65,344 | \$23,004 | \$0 | \$ 88,348 | 20 | 12 |
| Senior Mgr of Recreation | \$ 65,667 | \$21,576 | \$0 | \$ 87,243 | 20 | 12 |
| Mgr. of Communications & Marketing | \$ 71,043 | \$16,188 | \$0 | \$ 87,231 | 25 | 12 |
| Senior Mgr of Support Staff | \$ 75,369 | \$7,668 | \$0 | \$ 83,037 | 20 | 12 |
| Superintendent Of Recreation | \$ 81,472 | \$23,004 | \$0 | \$ 104,476 | 20 | 12 |

Notes:

- As per Board policy, any employee 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; FT 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.