

Village of Montgomery

Total Cost of Benefits - Fiscal Year 2022

(estimate)

Dept.	Last Name	First Name	Position	Status	Base Wages (FY22 estimate)	Budgeted Overtime*	Specialty Pay / Bonus	Health Insurance	Dental Insurance	Life / AD&D Insurance	IMRF	Police Pension	FICA	Medicare	Uniform Allowance	Grand Total
ADM	BUCHANAN	DEBRA	EXECUTIVE ASSISTANT	FT	\$ 60,574.01	\$ 400.00	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ 5,397.14	\$ -	\$ 3,755.59	\$ 878.32	\$ -	\$ 86,107.67
ADM	OSTREKO	MEGHAN	HUMAN RESOURCES MANAGER	FT	\$ 80,723.28	\$ -	\$ -	\$ 21,361.44	\$ 435.72	\$ 71.76	\$ 7,192.44	\$ -	\$ 5,004.84	\$ 1,170.49	\$ -	\$ 115,959.98
ADM	VARGAS	CORINNE	COMMUNITY RELATIONS MANAGER	FT	\$ 72,338.15	\$ -	\$ -	\$ 13,853.16	\$ 1,503.24	\$ 71.76	\$ 6,445.33	\$ -	\$ 4,484.97	\$ 1,048.90	\$ -	\$ 99,745.51
ADM	ZOEPHEL	JEFF	VILLAGE ADMINISTRATOR	FT	\$ 168,505.49	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 15,013.84	\$ -	\$ 10,447.34	\$ 2,443.33	\$ -	\$ 219,346.44
COM	ABT	SONYA	DIRECTOR OF COMMUNITY DEVELOPMENT	FT	\$ 118,538.75	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 10,561.80	\$ -	\$ 7,349.40	\$ 1,718.81	\$ -	\$ 161,105.21
COM	CHIPMAN	JERAD	SENIOR PLANNER	FT	\$ 84,991.49	\$ -	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ 7,572.74	\$ -	\$ 5,269.47	\$ 1,232.38	\$ -	\$ 114,168.68
COM	KLUPAR	MICHAEL	BUILDING INSPECTIONS SUPERVISOR	FT	\$ 93,834.55	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 8,360.66	\$ -	\$ 5,817.74	\$ 1,360.60	\$ 400.00	\$ 132,709.99
COM	FITZPATRICK	MATTHEW	CODE ENFORCEMENT OFFICER	FT	\$ 65,417.92	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 5,828.74	\$ -	\$ 4,055.91	\$ 948.56	\$ 400.00	\$ 99,587.57
COM	WAGNER	CHRISTINE	WATER BILLING CLERK	FT	\$ 55,513.17	\$ -	\$ -	\$ -	\$ -	\$ 71.76	\$ 4,946.22	\$ -	\$ 3,441.82	\$ 804.94	\$ -	\$ 64,777.91
FIN	FELTES	BRETT	FINANCE ASSISTANT - A/PAYROLL	FT	\$ 54,772.43	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 4,880.22	\$ -	\$ 3,395.89	\$ 794.20	\$ -	\$ 86,779.18
FIN	LLANOS	MARY	FINANCE ASSISTANT - WATER BILLING	FT	\$ 47,026.41	\$ 775.00	\$ -	\$ -	\$ 435.72	\$ 71.76	\$ 4,190.05	\$ -	\$ 2,915.64	\$ 681.88	\$ -	\$ 56,096.46
FIN	MILEWSKI	JENNIFER	ACCOUNTING MANAGER	FT	\$ 91,620.79	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 8,163.41	\$ -	\$ 5,680.49	\$ 1,328.50	\$ -	\$ 129,729.63
FIN	VANVOOREN	JUSTIN	DIRECTOR OF FINANCE	FT	\$ 135,188.73	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 12,045.32	\$ -	\$ 8,381.70	\$ 1,960.24	\$ -	\$ 180,512.42
FIN	VEGA	OSCAR	FINANCE ASSISTANT - WATER BILLING	FT	\$ 50,920.58	\$ 775.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 4,537.02	\$ -	\$ 3,157.08	\$ 738.35	\$ -	\$ 67,286.63
PD	BAYER	KEVIN	POLICE OFFICER	FT	\$ 71,115.20	\$ 7,692.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 17,579.68	\$ 4,409.14	\$ 1,031.17	\$ 700.00	\$ 125,464.38
PD	BERTELOTTI	ANTHONY	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 142,448.69
PD	BUZZARD	LAUREN	POLICE OFFICER	FT	\$ 72,423.90	\$ 7,834.32	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 17,903.19	\$ 4,490.28	\$ 1,050.15	\$ 700.00	\$ 111,560.43
PD	CAGWIN	KELLE	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 47,259.21	\$ 300.00	\$ -	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ 4,210.80	\$ -	\$ 2,930.07	\$ 685.26	\$ 375.00	\$ 70,782.54
PD	DARLING	ELIZABETH	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 48,084.61	\$ 300.00	\$ -	\$ -	\$ 1,503.24	\$ 71.76	\$ 4,284.34	\$ -	\$ 2,981.25	\$ 697.23	\$ 375.00	\$ 58,297.42
PD	DIAZ	ISMAEL	COMMANDER	FT	\$ 119,942.15	\$ 12,974.51	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 29,649.70	\$ 7,436.41	\$ 1,739.16	\$ 700.00	\$ 195,378.38
PD	DEMETRAL	MATTHEW	POLICE OFFICER	FT	\$ 76,509.30	\$ 8,276.25	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 18,913.10	\$ 4,743.58	\$ 1,109.38	\$ 700.00	\$ 117,410.21
PD	FRIEDRICH	JASON	POLICE OFFICER	FT	\$ 68,286.40	\$ 7,386.75	\$ 2,048.59	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 16,880.40	\$ 4,233.76	\$ 990.15	\$ 700.00	\$ 123,462.49
PD	FRITZ	ION	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 134,585.09
PD	GALANIS	GINA	POLICE OFFICER	FT	\$ 67,537.60	\$ 7,305.75	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 16,695.29	\$ 4,187.33	\$ 979.30	\$ 700.00	\$ 104,563.87
PD	GONZALEZ	DANIEL	POLICE OFFICER	FT	\$ 97,864.00	\$ 10,586.25	\$ 2,935.92	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ -	\$ 24,191.98	\$ 6,067.57	\$ 1,419.03	\$ 700.00	\$ 158,786.95
PD	GRAY	DAVID	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 134,585.09
PD	HULL	ANTHONY	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 142,529.09
PD	JOHNSON	CHRISTOPHER	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ 2,655.12	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 137,240.21
PD	KALETA	ROBERT	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 134,585.09
PD	KERN	RYDER	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 150,362.93
PD	KLINGBERG	CODY	POLICE OFFICER	FT	\$ 80,350.40	\$ 8,691.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 19,862.62	\$ 4,981.72	\$ 1,165.08	\$ 700.00	\$ 138,688.01
PD	LANKARD	JESSE	POLICE OFFICER	FT	\$ 70,075.20	\$ 7,580.25	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 17,322.59	\$ 4,344.66	\$ 1,016.09	\$ 700.00	\$ 123,975.23
PD	LOPEZ	ALEXANDER	POLICE OFFICER	FT	\$ 73,229.90	\$ 7,921.50	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ -	\$ 18,102.43	\$ 4,540.25	\$ 1,061.83	\$ 700.00	\$ 120,658.52
PD	MAYYOU	GREGORY	POLICE SERGEANT	FT	\$ 108,503.20	\$ 11,737.13	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 26,821.99	\$ 6,727.20	\$ 1,573.30	\$ 700.00	\$ 178,999.25
PD	MEYN	SCOTT	POLICE OFFICER	FT	\$ 70,075.20	\$ 7,580.25	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 17,322.59	\$ 4,344.66	\$ 1,016.09	\$ 700.00	\$ 123,975.23
PD	NIETE	JACOB	POLICE SERGEANT	FT	\$ 112,580.00	\$ 12,178.13	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 27,829.78	\$ 6,979.96	\$ 1,632.41	\$ 700.00	\$ 169,058.87
PD	NOVAK	WILLIAM	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ 2,655.12	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 145,103.81
PD	O'NEILL	BRYAN	POLICE OFFICER	FT	\$ 65,332.80	\$ 7,067.25	\$ -	\$ -	\$ -	\$ 71.76	\$ -	\$ 16,150.27	\$ 4,050.63	\$ 947.33	\$ 700.00	\$ 94,320.04
PD	PALCO	ELIZABETH	COMMANDER	FT	\$ 119,942.15	\$ -	\$ -	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ -	\$ 29,649.70	\$ 7,436.41	\$ 1,739.16	\$ 700.00	\$ 174,489.62
PD	PUSKARIC	DANIEL	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 150,362.93
PD	RICEDORF	JEFFREY	POLICE SERGEANT	FT	\$ 114,795.20	\$ 12,417.75	\$ 3,443.86	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 28,377.37	\$ 7,117.30	\$ 1,664.53	\$ 700.00	\$ 191,452.45
PD	RIPPINGER	ADA	EXECUTIVE ASSISTANT	FT	\$ 74,476.12	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 6,635.82	\$ -	\$ 4,617.52	\$ 1,079.90	\$ 375.00	\$ 110,120.81
PD	SANDERS	ARMANDO	DEPUTY CHIEF OF POLICE	FT	\$ 126,981.67	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 31,389.87	\$ 7,872.86	\$ 1,841.23	\$ 700.00	\$ 191,722.08
PD	SCHWEISTHAL	LAUREN	POLICE OFFICER	FT	\$ 82,721.60	\$ 8,948.25	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ -	\$ 20,448.78	\$ 5,128.74	\$ 1,199.46	\$ 700.00	\$ 134,249.43
PD	SMITH	KELLI	POLICE OFFICER	FT	\$ 77,356.90	\$ 8,367.93	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 19,122.63	\$ 4,796.13	\$ 1,121.68	\$ 700.00	\$ 118,623.86
PD	SMITH	PHILLIP	CHIEF OF POLICE	FT	\$ 136,246.43	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 33,680.12	\$ 8,447.28	\$ 1,975.57	\$ 700.00	\$ 203,985.84
PD	SOBIERAJ	TOMASZ	POLICE OFFICER	FT	\$ 74,304.50	\$ 8,037.75	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ -	\$ 18,368.07	\$ 4,606.88	\$ 1,077.42	\$ 700.00	\$ 114,253.21
PD	STRANSKY	JASON	POLICE SERGEANT	FT	\$ 114,795.20	\$ 12,417.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 28,377.37	\$ 7,117.30	\$ 1,664.53	\$ 700.00	\$ 188,008.60
PD	VILLA	LUIS	POLICE OFFICER	FT	\$ 88,504.00	\$ 9,573.75	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ -	\$ 21,878.19	\$ 5,487.25	\$ 1,283.31	\$ 700.00	\$ 150,362.93
PD	OPEN	OPEN	POLICE OFFICER	FT	\$ 63,682.70	\$ 6,888.75	\$ -	\$ 21,361.44	\$ 1,605.36	\$ 71.76	\$ -	\$ 15,742.36	\$ 3,948.33	\$ 923.40	\$ 700.00	\$ 114,924.10
PD	WINKLER	KIMBERLY	POLICE SUPPORT SERVICES SPECIALIST	FT	\$ 54,984.07	\$ 400.00	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 4,899.08	\$ -	\$ 3,409.01	\$ 797.27	\$ 375.00	\$ 87,800.87
PW	BARTALONE	SALVATORE	FLEET MECHANIC	FT	\$ 57,481.42	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,121.59	\$ -	\$ 3,563.85	\$ 833.48	\$ 400.00	\$ 84,558.94
PW	BOWER	BRYAN	MAINTENANCE WORKER I	FT	\$ 56,931.16	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,072.57	\$ -	\$ 3,529.73	\$ 825.50	\$ 400.00	\$ 83,917.56
PW	BROWN	ERIC	MAINTENANCE WORKER I	FT	\$ 56,931.16	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,072.57	\$ -	\$ 3,529.73	\$ 825.50	\$ 400.00	\$ 83,917.56
PW	BRZOSKA	KEVIN	MAINTENANCE WORKER I	FT	\$ 56,931.16	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,072.57	\$ -	\$ 3,529.73	\$ 825.50	\$ 400.00	\$ 83,917.56
PW	CAREY	JASON	WATER TREATMENT PLANT OPERATOR	FT	\$ 58,962.90	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,253.59	\$ -	\$ 3,655.70	\$ 854.96	\$ 400.00	\$ 86,285.76
PW	DAVIS	JOSHUA	WATER TREATMENT PLANT OPERATOR	FT	\$ 52,232.75	\$ 10,000.00	\$ -	\$ 13,853.16	\$ 1,503.24	\$ 71.76	\$ 4,653.94	\$ -	\$ 3,238.43	\$ 757.37	\$ 400.00	\$ 86,710.65

Dept.	Last Name	First Name	Position	Status	Base Salary (FY22 estimate)	Budgeted Overtime*	Specialty Pay / Bonus	Health Insurance	Dental Insurance	Life / AD&D Insurance	IMRF	Police Pension	FICA	Medicare	Uniform Allowance	Grand Total
PW	ERB	JON	MAINTENANCE WORKER I	FT	\$ 52,232.75	\$ 10,000.00	\$ -	\$ 14,159.40	\$ 871.44	\$ 71.76	\$ 4,653.94	\$ -	\$ 3,238.43	\$ 757.37	\$ 400.00	\$ 86,385.09
PW	FORD	AUSTIN	MAINTENANCE WORKER I	FT	\$ 51,745.98	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 71.76	\$ 4,610.57	\$ -	\$ 3,208.25	\$ 750.32	\$ 400.00	\$ 70,786.87
PW	GRZETIC	RAYFORD	MAINTENANCE WORKER I	FT	\$ 51,745.98	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 71.76	\$ 4,610.57	\$ -	\$ 3,208.25	\$ 750.32	\$ 400.00	\$ 70,786.87
PW	JACKSON	ANDREW	MAINTENANCE WORKER I	FT	\$ 52,232.75	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 4,653.94	\$ -	\$ 3,238.43	\$ 757.37	\$ 400.00	\$ 78,441.09
PW	KOPANSKI	TOM	WATER & SEWER SUPERINTENDENT	FT	\$ 101,750.00	\$ -	\$ 900.00	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 9,065.93	\$ -	\$ 6,308.50	\$ 1,475.38	\$ 400.00	\$ 127,058.40
PW	MASON	RENEE	ADMINISTRATIVE ASSISTANT	FT	\$ 54,539.63	\$ 200.00	\$ -	\$ -	\$ 1,503.24	\$ 71.76	\$ 4,859.48	\$ -	\$ 3,381.46	\$ 790.82	\$ -	\$ 65,346.39
PW	MILLER	AARON	MAINTENANCE WORKER I	FT	\$ 52,232.75	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 4,653.94	\$ -	\$ 3,238.43	\$ 757.37	\$ 400.00	\$ 78,441.09
PW	MUNDER	JOSEPH	MAINTENANCE WORKER II	FT	\$ 57,206.29	\$ 10,000.00	\$ -	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,097.08	\$ -	\$ 3,546.79	\$ 829.49	\$ 400.00	\$ 84,238.25
PW	MURPHY	SHAWN	STREETS SUPERINTENDENT	FT	\$ 95,372.50	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 8,497.69	\$ -	\$ 5,913.10	\$ 1,382.90	\$ 400.00	\$ 134,502.63
PW	PAFF	EDWARD	ARBORIST	FT	\$ 62,285.65	\$ 10,000.00	\$ 800.00	\$ 6,651.12	\$ 435.72	\$ 71.76	\$ 5,549.65	\$ -	\$ 3,861.71	\$ 903.14	\$ 400.00	\$ 90,958.75
PW	PITTMAN	BRYAN	WATER TREATMENT PLANT OPERATOR	FT	\$ 61,036.98	\$ 10,000.00	\$ 300.00	\$ -	\$ -	\$ 71.76	\$ 5,438.39	\$ -	\$ 3,784.29	\$ 885.04	\$ 400.00	\$ 81,916.46
PW	THOMAS	OWEN	MAINTENANCE WORKER I	FT	\$ 54,052.86	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 71.76	\$ 4,816.11	\$ -	\$ 3,351.28	\$ 783.77	\$ 400.00	\$ 73,475.77
PW	THOMAS	TYLER	BUILDING MAINTENANCE SUPERVISOR	FT	\$ 67,809.46	\$ 10,000.00	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 6,041.82	\$ -	\$ 4,204.19	\$ 983.24	\$ 400.00	\$ 112,375.15
PW	WILLIS	PATRICK	FLEET MAINTENANCE SUPERVISOR	FT	\$ 79,386.16	\$ 10,000.00	\$ -	\$ 13,853.16	\$ 1,097.28	\$ 71.76	\$ 7,073.31	\$ -	\$ 4,921.94	\$ 1,151.10	\$ 400.00	\$ 117,954.71
PW	WOLF	MARK	DIRECTOR OF PUBLIC WORKS	FT	\$ 134,066.49	\$ -	\$ -	\$ 21,361.44	\$ 1,503.24	\$ 71.76	\$ 11,945.32	\$ -	\$ 8,312.12	\$ 1,943.96	\$ 400.00	\$ 179,604.34

Employee Benefits

**All regular full-time and regular part-time employees are entitled to the benefits listed below.*

Paid Holidays

New Year's Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Spring Holiday (Friday before Easter)	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	-

Personal Day

Employees who are covered under the collective bargaining agreement between the Village of Montgomery and the Metropolitan Alliance of Police Montgomery Chapter #333 receive two (2) personal days per calendar year.

Vacation Leave

Years of Service	Bi-Weekly Earned Rate	Total Annual Vacation Hours
0 to 4 Years	3.08 hours	80 hours
5 to 8 Years	4.62 hours	120 hours
9 to 14 Years	6.16 hours	160 hours
15+ Years	7.70 hours	200 hours

Eligible employees budgeted to work less than 40 hours per week shall earn .0385 times all hours budgeted to be worked bi-weekly.

Sick Leave

Regular full-time employees shall earn 3.96 hours bi-weekly (96 hours annually).

Eligible Employees budgeted to work less than 40 hours per week shall earn sick leave on a prorated basis based upon all hours budgeted to be worked bi-weekly.

**overtime hours not guaranteed.*