

Employee / Personnel

The Village has the following number of employees in each department (numbers can fluctuate at any given point during the year):

- Administration – two regular employees and two contract employees
- Building & Zoning – one regular employee
- Police Department – one Chief of Police, five Full-Time Sergeants/Officers, and approximately twelve Part-Time Officers
- One Village President
- Six Village Trustees
- One Village Clerk.

The Village President receives an annual salary of \$18,000 as regular compensation and \$1,225 as Liquor Commissioner compensation; each Village Trustee receives an annual salary of \$2,250; and the Village Clerk receives an annual salary of \$6,650.

The Village President, Board of Trustees and Village Clerk are not eligible for insurance or retirement benefits.

Compensation is listed in a separate tab on the transparency page.

Benefits

Police Holidays: in general, full-time police officers earn eleven holidays throughout the year. The eligible holidays are: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day & the day after, and Christmas Day. Holidays not worked will be paid at eight hours; holidays worked will accumulate twelve hours that may be used on another day(s) of their choosing.

The Village Hall observes the following holidays: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day & the day after, and Christmas Day. Holiday pay does not extend to any other village employees at this time.

Paid Time Off (PTO): Nonelected salaried employees shall be entitled to paid time off as provided by the Village Code. Each regular employee who works a fiscal average of thirty-two (32) hours per week shall be entitled to equivalent paid time off for such fiscal year as follows: 1-5 years of service, 2 weeks PTO; 6-15 years of service, 3 weeks of PTO; and over 15 years of service, 4 weeks of PTO. Currently the Village has five full-time officers who qualify for PTO; no other employees meet the requirements.

Carry Over: Employees are encouraged to use PTO and may only carry over five (5) days from each year. However, at the discretion of the village administrator, an employee may be paid for

vacation days not taken if the village administrator deems it to be in the best interest of the village.

Part Time and Temporary Employees: Regular employees who work a fiscal average of less than thirty-two (32) hours per week, and temporary employees, shall not be entitled to PTO.

Other Benefits: In addition to PTO provided in accordance with the Village Code, employees of the village who work an average of forty (40) hours or more per week shall be considered "full time employees" and shall be eligible to receive such benefits, if any, offered to full time employees. Currently the Village has no full-time employees other than police officers.

Health Insurance: All full-time employees, forty (40) hours per week, are eligible for health insurance through the Village. There are currently three police officers who are enrolled and the premiums are listed in the sheet below.

Life Insurance: All village employees are eligible to enroll in the Village's life insurance policy providing they contribute 1% of the cost of the premium. A breakdown of the premiums are listed below.

Insurance Premium List
Annual Costs
 As of 3/30/17

Insurance	Premium Per Employee	No. Employees	Total Monthly Premium	Annual Premium
Health Insurance	\$ 709.80	3	\$ 2,129.40	\$ 25,552.80
Full-Time Life Insurance	\$ 30.10	6	\$ 180.60	\$ 2,167.20
Part-Time Life Insurance	\$ 12.90	5	\$ 64.50	\$ 774.00

2016	FYE Totals
Health Insurance	\$ 28,730.68
Life Insurance	\$ 2,936.90

2015	
Health Insurance	\$ 23,936.25
Life Insurance	\$ 2,997.10

2014	
Health Insurance	\$ 24,159.00
Life Insurance	\$ 2,498.30

2013

Health Insurance	\$ 19,963.92
Life Insurance	\$ 2,459.60

The Village of Campton Hills participates in two pension funds: the Illinois Municipal Retirement Fund (IMRF) and the Police Pension Fund.

Permanent Village employees who work 1,000 hours per year or more and are not sworn police officers participate in the Illinois Municipal Retirement Fund (IMRF). To be eligible for retirement, IMRF participants must have eight (8) years of service and be at least 55 years old. Beginning January 1, 2011, employees newly enrolled with IMRF must complete 10 years of service and be 62 years old to be eligible for retirement.

The Police Pension Fund is for the sworn members of the Campton Hills Police Department. For retirement eligibility, officers, at a minimum, must have at least 20 years of service and be at least 50 years old. For more information about Illinois Police Pensions please visit: <http://www.ilga.gov/legislation/ilcs/ilcs4.asp?DocName=004000050HArt%2E+3&ActID=638&ChapterID=9&SeqStart=16700000&SeqEnd=25100000> to read the IL Compiled Statutes.