

**CITY OF FREEPORT**  
**2015-2016 TOTAL COMPENSATION REPORT FOR CITY EMPLOYEES OVER \$75,000**

Employee	Position	FY2016 Base Wages	Overtime Wages	Bonus/ Other Wages	Clothing Allowance	HRA	Medicare	Social Security	Life Insurance	Unemployment	Work Comp	Contribution * to Police Pension	Contribution * to Fire Pension	IMRF Pension	Health Insurance	Total Compensation
TBA	CITY MANAGER	\$ 127,500.00	\$ -	\$ 8,000.00	\$ -	\$ 1,275.00	\$ 1,848.75	\$ 7,886.40	\$ 126.00	\$ 205.00	\$ 430.08	\$ -	\$ -	\$ 12,286.24	\$ 19,783.08	\$ 179,340.55
ANDERSON, MATTHEW E.	POLICE OFFICER	\$ 54,285.64	\$ 6,542.58	\$ 600.00	\$ 900.00	\$ 542.86	\$ 898.50	\$ -	\$ 126.00	\$ 205.00	\$ 2,274.93	\$ 33,573.02	\$ -	\$ -	\$ 10,214.04	\$ 110,162.57
BACKUS, WILLIAM S.	FIREFIGHTER/PARAMEDIC	\$ 60,013.80	\$ 595.42	\$ -	\$ -	\$ 600.14	\$ 829.42	\$ -	\$ 126.00	\$ 205.00	\$ 5,139.00	\$ -	\$ 14,024.75	\$ -	\$ 23,171.26	\$ 104,704.78
BARKALOW, TODD M.	POLICE CHIEF	\$ 89,154.11	\$ -	\$ -	\$ 900.00	\$ 1,337.31	\$ 1,256.92	\$ -	\$ 126.00	\$ 205.00	\$ 3,301.73	\$ 48,507.54	\$ -	\$ -	\$ 22,143.60	\$ 166,932.21
BEHNKE, PHILLIP B.	POLICE OFFICER	\$ 59,780.04	\$ 1,831.16	\$ 600.00	\$ 900.00	\$ 597.80	\$ 889.20	\$ -	\$ 126.00	\$ 205.00	\$ 2,303.93	\$ 33,994.77	\$ -	\$ -	\$ 10,214.04	\$ 111,441.94
BLACKBOURN, JAMES F.	BATTALION CHIEF	\$ 82,379.77	\$ 288.50	\$ -	\$ -	\$ 1,235.70	\$ 1,178.88	\$ -	\$ 126.00	\$ 205.00	\$ 7,009.36	\$ -	\$ 19,129.13	\$ -	\$ 8,991.24	\$ 120,543.58
BOOK, BRIAN E.	FIREFIGHTER/PARAMEDIC	\$ 59,750.08	\$ 2,357.70	\$ -	\$ -	\$ 597.50	\$ 854.50	\$ -	\$ 126.00	\$ 205.00	\$ 5,266.06	\$ -	\$ 14,371.51	\$ -	\$ 23,171.26	\$ 106,699.61
BRADBURY, TONY L.	POLICE OFFICER	\$ 60,016.43	\$ 5,683.94	\$ 96.44	\$ 900.00	\$ 600.16	\$ 925.62	\$ -	\$ 126.00	\$ 205.00	\$ 2,436.72	\$ 35,926.16	\$ -	\$ -	\$ 23,190.72	\$ 130,107.19
BRANNICK, TIMOTHY	FIRE DEPT LIEUTENANT	\$ 74,243.08	\$ 1,504.72	\$ -	\$ -	\$ 1,113.65	\$ 1,092.86	\$ -	\$ 126.00	\$ 205.00	\$ 6,422.58	\$ -	\$ 17,527.76	\$ -	\$ 10,205.82	\$ 112,441.47
BRASHAW, TERRANCE	FIREFIGHTER/PARAMEDIC	\$ 68,941.45	\$ 1,408.18	\$ -	\$ -	\$ 1,034.12	\$ 993.95	\$ -	\$ 126.00	\$ 205.00	\$ 5,964.87	\$ -	\$ 16,278.65	\$ -	\$ 22,367.78	\$ 117,320.01
BRENNAN, CHRISTOPHER J.	FIREFIGHTER/PARAMEDIC	\$ 44,456.28	\$ 1,725.03	\$ -	\$ -	\$ 444.56	\$ 627.80	\$ -	\$ 126.00	\$ 205.00	\$ 3,915.67	\$ -	\$ 10,686.19	\$ -	\$ 23,171.26	\$ 85,357.79
BROGE, ARTHUR	STREET DEPT FOREMAN	\$ 55,732.60	\$ 904.33	\$ 1,800.00	\$ -	\$ 835.99	\$ 834.10	\$ 3,566.62	\$ 126.00	\$ 205.00	\$ 4,636.91	\$ -	\$ -	\$ 6,359.09	\$ 8,991.24	\$ 83,991.88
BROSHOUS, HILLARY	FIREFIGHTER/PARAMEDIC	\$ 59,795.66	\$ 8,017.53	\$ -	\$ -	\$ 597.96	\$ 933.90	\$ -	\$ 126.00	\$ 205.00	\$ 5,749.81	\$ -	\$ 15,691.72	\$ -	\$ 23,171.26	\$ 114,288.84
BRUCE, BRIAN J.	FIRE DEPT CAPTAIN	\$ 77,746.87	\$ 10.47	\$ -	\$ -	\$ 1,166.20	\$ 1,059.01	\$ -	\$ 126.00	\$ 205.00	\$ 6,592.97	\$ -	\$ 17,992.76	\$ -	\$ 22,143.60	\$ 127,042.88
BUSH, ROBERT E.	FIRE INSPECTOR	\$ 78,972.02	\$ -	\$ -	\$ -	\$ 1,184.58	\$ 1,049.72	\$ -	\$ 126.00	\$ 205.00	\$ 6,695.96	\$ -	\$ 18,273.84	\$ -	\$ 20,542.56	\$ 127,049.68
BUSKER, TONI A.	DISPATCHER - COORDINATOR	\$ 44,371.29	\$ 1,561.59	\$ -	\$ -	\$ 665.57	\$ 576.91	\$ 2,466.71	\$ 126.00	\$ 205.00	\$ 1,701.08	\$ -	\$ -	\$ 5,062.76	\$ 20,542.56	\$ 77,279.47
BUSS, LINDA	CITY TREASURER	\$ 55,275.00	\$ -	\$ 2,500.00	\$ -	\$ -	\$ 812.56	\$ 3,474.32	\$ 126.00	Elected	\$ 183.38	\$ -	\$ -	\$ 6,306.88	\$ 8,991.24	\$ 77,669.38
CALKINS, WILLIAM W.	WATER PLANT OPERATOR	\$ 49,358.78	\$ 2,819.33	\$ 1,800.00	\$ -	\$ 740.38	\$ 774.90	\$ 3,313.35	\$ 126.00	\$ 205.00	\$ 2,476.79	\$ -	\$ -	\$ 5,631.84	\$ 8,991.24	\$ 76,237.60
COPLIEN, CURT	POLICE OFFICER	\$ 66,534.47	\$ 2,581.39	\$ -	\$ 900.00	\$ 998.02	\$ 973.75	\$ -	\$ 126.00	\$ 205.00	\$ 2,559.64	\$ 37,713.96	\$ -	\$ -	\$ 23,190.72	\$ 135,782.94
COWAN, DAMIAN L	POLICE OFFICER	\$ 45,909.87	\$ 1,540.17	\$ -	\$ -	\$ 459.10	\$ 661.44	\$ -	\$ 126.00	\$ 205.00	\$ 1,757.26	\$ 25,558.91	\$ -	\$ -	\$ 22,379.04	\$ 98,596.79
COX, BRADLEY D.	FIREFIGHTER/PARAMEDIC	\$ 62,593.36	\$ 289.43	\$ -	\$ -	\$ 938.90	\$ 844.96	\$ -	\$ 126.00	\$ 205.00	\$ 5,331.77	\$ -	\$ 14,550.85	\$ -	\$ 23,171.26	\$ 108,051.53
CURRAN, SCOTT D.	LAB MANAGER	\$ 60,621.21	\$ 4,431.34	\$ 1,800.00	\$ -	\$ 903.92	\$ 959.76	\$ 4,103.77	\$ 126.00	\$ 205.00	\$ 3,051.01	\$ -	\$ -	\$ 6,875.80	\$ 8,991.24	\$ 91,709.05
DAVIS, TRAVIS K	POLICE LIEUTENANT	\$ 76,895.99	\$ 125.88	\$ -	\$ 900.00	\$ 1,153.44	\$ 1,073.24	\$ -	\$ 126.00	\$ 205.00	\$ 2,852.43	\$ 41,972.52	\$ -	\$ -	\$ 22,143.60	\$ 147,448.10
DEBOER, TERRY	STREET MAINTENANCE	\$ 40,989.40	\$ 1,601.22	\$ 1,800.00	\$ -	\$ 409.89	\$ 596.34	\$ 2,549.88	\$ 126.00	\$ 205.00	\$ 3,522.35	\$ -	\$ -	\$ 4,676.89	\$ 20,542.56	\$ 77,019.54
DEEMER, ERIC R	POLICE OFFICER	\$ 61,679.74	\$ 2,911.22	\$ 600.00	\$ 900.00	\$ 925.20	\$ 910.23	\$ -	\$ 126.00	\$ 205.00	\$ 2,414.28	\$ 35,599.82	\$ -	\$ -	\$ 23,190.72	\$ 129,462.21
DICKERSON, E. CAROLE	LIBRARY DIRECTOR	\$ 82,727.84	\$ -	\$ -	\$ -	\$ 827.28	\$ 1,164.76	\$ 4,980.25	\$ 63.12	\$ 279.00	\$ 262.58	\$ -	\$ -	\$ 9,439.25	\$ 8,991.24	\$ 108,735.31
DICKMAN, LOWELL	SENIOR STREET MAINTENANCE	\$ 48,862.03	\$ 1,422.79	\$ 1,800.00	\$ -	\$ 732.93	\$ 717.51	\$ 3,067.95	\$ 126.00	\$ 205.00	\$ 4,132.88	\$ -	\$ -	\$ 5,575.16	\$ 8,991.24	\$ 75,633.49
DIRKSEN, TINA M.	SERVICE CREW FOREMAN (W & S)	\$ 49,594.09	\$ 2,004.36	\$ 1,800.00	\$ -	\$ 743.91	\$ 761.27	\$ 3,255.01	\$ 126.00	\$ 205.00	\$ 2,450.19	\$ -	\$ -	\$ 5,658.69	\$ 8,991.24	\$ 75,589.75
DOLE, THOMAS E.	PUBLIC WORKS DIRECTOR	\$ 78,692.32	\$ -	\$ -	\$ -	\$ 786.92	\$ 1,069.49	\$ 4,573.06	\$ 126.00	\$ 205.00	\$ 6,244.16	\$ -	\$ -	\$ 8,978.79	\$ 22,143.60	\$ 122,819.34
DYKEMA, AARON P.	POLICE SERGEANT	\$ 72,377.23	\$ 3,639.46	\$ 230.14	\$ 900.00	\$ 1,085.66	\$ 1,099.78	\$ -	\$ 126.00	\$ 205.00	\$ 2,823.73	\$ 41,555.05	\$ -	\$ -	\$ 8,991.24	\$ 133,033.28
EARNEST, TYLER S.	POLICE OFFICER	\$ 47,979.75	\$ 3,254.41	\$ -	\$ 900.00	\$ 479.80	\$ 723.83	\$ -	\$ 126.00	\$ 205.00	\$ 1,897.41	\$ 28,082.00	\$ -	\$ -	\$ 10,214.04	\$ 93,862.23
ELLIS, EDMOND	EQUIPMENT OPERATOR	\$ 45,259.36	\$ 1,196.46	\$ 1,800.00	\$ -	\$ 678.89	\$ 656.05	\$ 2,805.18	\$ 126.00	\$ 205.00	\$ 3,829.05	\$ -	\$ -	\$ 5,164.09	\$ 20,542.56	\$ 82,262.64
FERGUSON, FRANK R.	MAINTENANCE FOREMAN (W & S)	\$ 55,471.60	\$ 4,435.90	\$ 2,300.00	\$ -	\$ 832.07	\$ 854.49	\$ 3,653.80	\$ 126.00	\$ 205.00	\$ 2,854.39	\$ -	\$ -	\$ 6,329.31	\$ 22,143.60	\$ 99,206.16
FERNANDEZ, DAWN M.	WATER PLANT OPERATOR	\$ 51,789.91	\$ 14,045.83	\$ 1,800.00	\$ -	\$ 776.85	\$ 964.29	\$ 4,123.10	\$ 126.00	\$ 205.00	\$ 3,103.47	\$ -	\$ -	\$ 5,909.23	\$ 8,991.24	\$ 91,834.91
FIDECKI, CHRISTOPHER A.	POLICE OFFICER	\$ 46,067.40	\$ 2,478.46	\$ -	\$ -	\$ 460.67	\$ 696.00	\$ -	\$ 126.00	\$ 205.00	\$ 1,797.85	\$ 26,149.17	\$ -	\$ -	\$ 10,214.04	\$ 88,194.59
GALLAGHER, SHAUN M	CITY ENGINEER	\$ 86,916.56	\$ -	\$ -	\$ -	\$ 869.17	\$ 1,177.57	\$ 5,035.38	\$ 126.00	\$ 205.00	\$ 3,988.17	\$ -	\$ -	\$ 9,917.18	\$ 22,143.60	\$ 130,378.62
GITZ, JAMES	MAYOR	\$ 89,159.00	\$ -	\$ -	\$ -	\$ -	\$ 1,231.27	\$ 5,264.70	\$ 81.96	Elected	\$ 282.99	\$ -	\$ -	\$ 10,173.04	\$ 22,143.60	\$ 128,336.56
GLENDENNING, THOMAS G.	EXECUTIVE DIRECTOR W & S	\$ 88,656.32	\$ -	\$ -	\$ -	\$ 886.56	\$ 1,240.19	\$ 5,303.06	\$ 126.00	\$ 205.00	\$ 4,068.00	\$ -	\$ -	\$ 10,115.69	\$ 20,542.56	\$ 131,143.37
GOOD, ANDREW J	POLICE OFFICER	\$ 51,504.94	\$ 3,126.89	\$ 119.72	\$ 900.00	\$ 515.05	\$ 798.30	\$ -	\$ 126.00	\$ 205.00	\$ 2,027.67	\$ 29,976.64	\$ -	\$ -	\$ 10,214.04	\$ 99,514.25
GORSLINE, ROBIN L.	BATTALION CHIEF	\$ 82,376.84	\$ -	\$ -	\$ -	\$ 1,235.65	\$ 1,170.24	\$ -	\$ 126.00	\$ 205.00	\$ 6,984.65	\$ -	\$ 19,061.70	\$ -	\$ 8,991.24	\$ 120,151.32
GRAVES, MATTHEW D.	WASTEWATER PLANT OPERATOR	\$ 44,810.94	\$ 4,778.77	\$ 1,800.00	\$ -	\$ 448.11	\$ 702.73	\$ 3,004.74	\$ 126.00	\$ 205.00	\$ 2,358.02	\$ -	\$ -	\$ 5,112.93	\$ 22,143.60	\$ 85,490.83
GREEN, ANDRE T.	DISPATCHER	\$ 39,741.47	\$ 5,255.70	\$ 2,175.00	\$ -	\$ 397.41	\$ 628.81	\$ 2,688.66	\$ 126.00	\$ 205.00	\$ 1,746.97	\$ -	\$ -	\$ 4,534.50	\$ 22,143.60	\$ 79,643.13
GRIFFIN, SARAH	CORPORATION COUNCIL	\$ 95,632.25	\$ -	\$ -	\$ -	\$ 956.32	\$ 1,340.13	\$ 5,730.29	\$ 126.00	\$ 205.00	\$ 303.54	\$ -	\$ -	\$ 10,911.64	\$ 22,143.60	\$ 137,348.77
GUILFOYLE, ALAN	DISPATCHER	\$ 40,866.86	\$ 5,421.07	\$ 2,175.00	\$ -	\$ 408.67	\$ 655.23	\$ 2,801.59	\$ 126.00	\$ 205.00	\$ 1,794.78	\$ -	\$ -	\$ 4,662.91	\$ 22,143.60	\$ 81,260.70
GUSLOFF, BRADLEY S.	EQUIPMENT OPERATOR	\$ 49,794.69	\$ 1,622.16	\$ 1,800.00	\$ -	\$ 746.92	\$ 705.89	\$ 3,018.30	\$ 126.00	\$ 205.00	\$ 4,222.70	\$ -	\$ -	\$ 5,681.57	\$ 22,143.60	\$ 90,066.84
HAIL, LAMONT	POLICE OFFICER	\$ 64,585.51	\$ 1,735.65	\$ -	\$ 900.00	\$ 968.78	\$ 925.47	\$ -	\$ 126.00	\$ 205.00	\$ 2,456.14	\$ 36,208.60	\$ -	\$ -	\$ 23,190.72	\$ 131,301.87
HARRELL, AVERY L.	STREET MAINTENANCE	\$ 40,337.28	\$ 919.17	\$ 1,800.00	\$ -	\$ 403.37	\$ 581.08	\$ 2,484.50	\$ 126.00	\$ 205.00	\$ 3,416.49	\$ -	\$ -	\$ 4,602.48	\$ 20,542.56	\$ 75,417.93
HARTWIG, BRETT L	FIRE LIEUTENANT	\$ 70,352.42	\$ 1,268.81	\$ -	\$ -	\$ 1,055.29	\$ 1,030.80	\$ -	\$ 126.00	\$ 205.00	\$ 6,072.69	\$ -	\$ 16,572.89	\$ -	\$ -	\$ 96,683.90
HASS, AARON J.	POLICE SERGEANT	\$ 73,022.15	\$ 4,563.59	\$ 230.14	\$ 900.00	\$ 1,095.33	\$ 1,083.33	\$ -	\$ 126.00	\$ 205.00	\$ 2,881.83	\$ 42,400.21	\$ -	\$ -	\$ 22,143.60	\$ 148,651.19
HEATH, DONALD	POLICE OFFICER	\$ 65,878.88	\$ 2,466.82	\$ -	\$ 900.00	\$ 988.18	\$ 962.56	\$ -	\$ 126.00	\$ 205.00	\$ 2,531.11	\$ 37,299.11	\$ -	\$ -	\$ 23,190.72	\$ 134,548.39
HEITZ, JACK	FIREFIGHTER/PARAMEDIC	\$ 67,519.80	\$ 255.17	\$ -	\$ -	\$ 1,012.80	\$ 930.04	\$ -	\$ 126.00	\$ 205.00	\$ 5,746.57	\$ -	\$ 15,682.88	\$ -	\$ 23,171.26	\$ 114,649.52
HILBY, BRANDAE E	POLICE OFFICER	\$ 63,803.52	\$ 4,461.72	\$ -	\$ 900.00	\$ 957.05	\$ 953.72	\$ -	\$ 126.00	\$ 205.00	\$ 2,528.13	\$ 37,255.77	\$ -	\$ -	\$ 23,190.72	\$ 134,381.64
HILDEBRAND, BRIAN N.	W & S INSTRUMENT & CTL TECH	\$ 48,374.36	\$ 4,954.79	\$ 1,800.00	\$ -	\$ 483.74	\$ 751.87	\$ 3,214.89	\$ 126.00	\$ 205.00	\$ 2,529.60	\$ -	\$ -	\$ 5,519.51	\$ 22,143.60	\$ 90,103.37
HILL, DOUGLAS	POLICE OFFICER	\$ 59,729.90	\$ 2,489.20	\$ -	\$ 900.00	\$ 597.30	\$ 876.44	\$ -	\$ 126.00	\$ 205.00	\$ 2,304.22	\$ 33,999.03	\$ -	\$ -	\$ 22,379.04	\$ 123,606.13
HODGES, JAMES D.	POLICE OFFICER	\$ 64,578.22	\$ 2,058.85	\$ -	\$ 900.00	\$ 968.67	\$ 930.08	\$ -	\$ 126.00	\$ 205.00	\$ 2,467.84	\$ 36,378.76	\$ -	\$ -	\$ 23,190.72	\$ 131,804.14
HOFFMAN, CONNIE L	LIBRARY ADMIN ASSISTANT	\$ 44,170.24	\$ -	\$ -	\$ -	\$ 441.70	\$ 595.20	\$ 2,544.92	\$ 126.00	\$ 279.00	\$ 1,635.80	\$ -	\$ -	\$ 5,039.82	\$ 20,542.56	\$ 75,375.25
HOLTZ, ADAM W.	FIREFIGHTER/PARAMEDIC	\$ 59,777.88	\$ 129.23	\$ -	\$ -	\$ 597.78	\$ 797.48	\$ -	\$ 126.00	\$ 205.00	\$ 5,079.46	\$ -	\$ 13,862.29	\$ -	\$ 23,171.26	\$ 103,746.38
HOLZ, TRAVIS J.	FIREFIGHTER	\$ 47,759.10	\$ 164.78	\$ -	\$ -	\$ 477.59	\$ 663.66	\$ -	\$ 126.00	\$ 205.00	\$ 4,063.42	\$ -	\$ 11,089.41	\$ -	\$ 22,367.78	\$ 86,916.74

Employee	Position	FY2016		Bonus/ Other Wages	Clothing Allowance	HRA	Medicare	Social Security	Life Insurance	Unemployment	Work Comp	Contribution *		IMRF	Health		Total
		Base Wages	Overtime Wages									to Police Pension	to Fire Pension		Pension	Insurance	
HONERBAUM, MARK J	FIREFIGHTER/PARAMEDIC	\$ 45,883.16	\$ 1,735.47	\$ -	\$ -	\$ 458.83	\$ 643.05	\$ -	\$ 126.00	\$ 205.00	\$ 4,037.54	\$ -	\$ 11,018.78	\$ -	\$ 23,171.26	\$ 87,279.09	
HOSTER, JEFFREY	FIREFIGHTER/PARAMEDIC	\$ 69,317.48	\$ 89.40	\$ -	\$ -	\$ 1,039.76	\$ 989.52	\$ -	\$ 126.00	\$ 205.00	\$ 5,884.94	\$ -	\$ 16,060.50	\$ -	\$ 10,205.82	\$ 103,918.42	
HULL, DON W.	FORESTRY FOREMAN	\$ 51,758.76	\$ 1,206.46	\$ 1,800.00	\$ -	\$ 776.38	\$ 724.29	\$ 3,096.90	\$ 126.00	\$ 205.00	\$ 4,345.57	\$ -	\$ -	\$ 5,905.67	\$ 20,542.56	\$ 90,487.59	
INGRAM, PATRICK C.	TREE TRIMMER	\$ 46,319.53	\$ 1,045.20	\$ 1,800.00	\$ -	\$ 694.79	\$ 647.18	\$ 2,767.06	\$ 126.00	\$ 205.00	\$ 3,901.17	\$ -	\$ -	\$ 5,285.06	\$ 19,538.40	\$ 82,329.39	
JOHANNSEN, JONATHAN M.	POLICE OFFICER	\$ 50,457.94	\$ 2,349.32	\$ -	\$ 900.00	\$ 504.58	\$ 766.58	\$ -	\$ 126.00	\$ 205.00	\$ 1,955.66	\$ 28,929.35	\$ -	\$ -	\$ 22,379.04	\$ 108,573.47	
JOHNSON, BENJAMIN S.	POLICE CORPORAL	\$ 56,795.86	\$ 7,158.42	\$ 600.00	\$ 900.00	\$ 567.96	\$ 943.81	\$ -	\$ 126.00	\$ 205.00	\$ 2,390.70	\$ 35,256.87	\$ -	\$ -	\$ 10,214.04	\$ 115,158.66	
KILE, MATTHEW F.	FIREFIGHTER/PARAMEDIC	\$ 60,301.28	\$ 1,321.01	\$ -	\$ -	\$ 603.01	\$ 844.95	\$ -	\$ 126.00	\$ 205.00	\$ 5,224.89	\$ -	\$ 14,259.17	\$ -	\$ 22,367.78	\$ 105,253.10	
KLOSA, BLAKE A.	POLICE LIEUTENANT	\$ 78,303.93	\$ -	\$ -	\$ 900.00	\$ 1,174.56	\$ 1,053.66	\$ -	\$ 126.00	\$ 205.00	\$ 2,899.91	\$ 42,663.10	\$ -	\$ -	\$ 22,143.60	\$ 149,469.76	
KORTE, THOMAS M.	FIREFIGHTER/PARAMEDIC	\$ 67,273.96	\$ 11,634.42	\$ -	\$ -	\$ 1,009.11	\$ 1,113.90	\$ -	\$ 126.00	\$ 205.00	\$ 6,690.56	\$ -	\$ 18,259.11	\$ -	\$ 22,367.78	\$ 128,679.84	
KORTEMEIER, MARK F.	STREET MAINTENANCE	\$ 46,403.88	\$ 1,143.50	\$ 1,800.00	\$ -	\$ 696.06	\$ 660.28	\$ 2,823.49	\$ 126.00	\$ 205.00	\$ 3,915.67	\$ -	\$ -	\$ 5,294.68	\$ 22,143.60	\$ 85,212.16	
KRAHMER, KEVIN M.	STREET MAINTENANCE	\$ 41,792.30	\$ 1,029.92	\$ 1,800.00	\$ -	\$ 417.92	\$ 596.82	\$ 2,552.06	\$ 126.00	\$ 205.00	\$ 3,540.73	\$ -	\$ -	\$ 4,768.50	\$ 20,542.56	\$ 77,371.81	
KRIEGER, TIMOTHY C.	POLICE OFFICER	\$ 55,018.63	\$ 2,316.27	\$ 600.00	\$ 900.00	\$ 550.19	\$ 828.90	\$ -	\$ 126.00	\$ 205.00	\$ 2,145.56	\$ 31,691.35	\$ -	\$ -	\$ 22,379.04	\$ 116,760.94	
LAURENT, ANDREW C.	POLICE CORPORAL	\$ 68,433.15	\$ 1,852.94	\$ 600.00	\$ 900.00	\$ 684.33	\$ 999.42	\$ -	\$ 126.00	\$ 205.00	\$ 2,625.20	\$ 38,667.49	\$ -	\$ -	\$ 23,190.72	\$ 138,284.25	
LEFEVRE, ADAM W.	FIREFIGHTER	\$ 47,686.84	\$ 1,139.73	\$ -	\$ -	\$ 476.87	\$ 692.28	\$ -	\$ 126.00	\$ 205.00	\$ 4,139.96	\$ -	\$ 11,298.29	\$ -	\$ 10,205.82	\$ 75,970.78	
LEVERTON, JOSHUA C.	POLICE OFFICER	\$ 50,226.79	\$ 6,442.70	\$ -	\$ 900.00	\$ 502.27	\$ 775.84	\$ -	\$ 126.00	\$ 205.00	\$ 2,098.70	\$ 31,009.74	\$ -	\$ -	\$ 23,190.72	\$ 115,477.76	
LOWERY, CHRISTOPHER W.	FIREFIGHTER/PARAMEDIC	\$ 60,301.28	\$ 32.83	\$ -	\$ -	\$ 603.01	\$ 816.83	\$ -	\$ 126.00	\$ 205.00	\$ 5,115.67	\$ -	\$ 13,961.09	\$ -	\$ 23,171.26	\$ 104,332.97	
LUY, RICHARD E.	FIRE LIEUTENANT	\$ 73,035.52	\$ 1,340.79	\$ -	\$ -	\$ 1,095.53	\$ 1,028.99	\$ -	\$ 126.00	\$ 205.00	\$ 6,306.29	\$ -	\$ 17,210.41	\$ -	\$ 23,171.26	\$ 123,519.80	
MAHER, SCOTT A.	WASTEWATER PLANT LEAD OPERATOR	\$ 54,522.51	\$ 7,027.32	\$ 1,800.00	\$ -	\$ 817.84	\$ 881.27	\$ 3,768.32	\$ 126.00	\$ 205.00	\$ 2,906.81	\$ -	\$ -	\$ 6,221.02	\$ 20,542.56	\$ 98,818.64	
MARNEY, ALBERT	POLICE DETECTIVE LIEUTENANT	\$ 78,302.99	\$ -	\$ -	\$ 14.79	\$ 1,174.54	\$ 1,077.57	\$ -	\$ 126.00	\$ 205.00	\$ 2,899.87	\$ 42,185.78	\$ -	\$ -	\$ 20,542.56	\$ 146,529.11	
MARSH, JEREMY R.	FIREFIGHTER/PARAMEDIC	\$ 58,565.00	\$ 1,002.47	\$ -	\$ -	\$ 585.65	\$ 834.31	\$ -	\$ 126.00	\$ 205.00	\$ 5,050.67	\$ -	\$ 13,783.69	\$ -	\$ 22,367.78	\$ 102,520.57	
MARSH, TODD E.	STREET DEPT FOREMAN	\$ 51,804.62	\$ 1,016.56	\$ 1,800.00	\$ -	\$ 777.07	\$ 741.10	\$ 3,168.84	\$ 126.00	\$ 205.00	\$ 4,334.14	\$ -	\$ -	\$ 5,910.91	\$ 22,143.60	\$ 92,027.83	
MC CULLOUGH, MARK D.	FIREFIGHTER/PARAMEDIC	\$ 59,863.32	\$ 592.28	\$ -	\$ -	\$ 598.63	\$ 813.07	\$ -	\$ 126.00	\$ 205.00	\$ 5,125.97	\$ -	\$ 13,989.20	\$ -	\$ 23,171.26	\$ 104,484.73	
MC KENNA, MICHAEL	FIREFIGHTER/PARAMEDIC	\$ 72,502.34	\$ 1,473.71	\$ -	\$ -	\$ 1,087.54	\$ 916.31	\$ -	\$ 126.00	\$ 205.00	\$ 6,272.36	\$ -	\$ 17,117.79	\$ -	\$ 22,367.78	\$ 122,068.82	
MCLELMEEL, JESSICA R.	DISPATCHER	\$ 40,545.22	\$ 5,867.55	\$ 2,175.00	\$ -	\$ 405.45	\$ 657.06	\$ 2,809.39	\$ 126.00	\$ 205.00	\$ 1,799.40	\$ -	\$ -	\$ 4,626.21	\$ 22,143.60	\$ 81,359.88	
MCILVANIE, LINDA K.	POLICE SYSTEMS ADMINISTRATOR	\$ 48,493.69	\$ 1,295.43	\$ 1,800.00	\$ -	\$ 727.41	\$ 692.93	\$ 2,962.87	\$ 126.00	\$ 205.00	\$ 1,910.55	\$ -	\$ -	\$ 5,533.13	\$ 20,542.56	\$ 84,289.57	
MILLER, SCOTT L.	FIRE CHIEF	\$ 86,721.76	\$ -	\$ -	\$ -	\$ 1,300.83	\$ 1,231.85	\$ -	\$ 126.00	\$ 205.00	\$ 7,353.05	\$ -	\$ 20,067.10	\$ -	\$ -	\$ 117,005.59	
MILLIKEN, KENNETH E.	W & S CONST SYSTEM WORKER II	\$ 44,667.16	\$ 2,982.72	\$ 1,800.00	\$ -	\$ 670.01	\$ 661.84	\$ 2,829.89	\$ 126.00	\$ 205.00	\$ 2,269.01	\$ -	\$ -	\$ 5,096.52	\$ 22,143.60	\$ 83,451.75	
MILLIMAN, DEBRA	HUMAN RESOURCE MANAGER	\$ 59,076.48	\$ -	\$ -	\$ -	\$ 590.76	\$ 836.83	\$ 3,578.36	\$ 126.00	\$ 205.00	\$ 187.51	\$ -	\$ -	\$ 6,740.63	\$ 8,991.24	\$ 80,332.81	
MILLS, KURT K.	POLICE OFFICER	\$ 68,768.31	\$ 3,480.46	\$ 600.00	\$ -	\$ 1,031.52	\$ 1,009.62	\$ -	\$ 126.00	\$ 205.00	\$ 2,697.88	\$ 39,239.90	\$ -	\$ -	\$ 23,190.72	\$ 140,349.42	
MOSHURE, LARRY A.	FIREFIGHTER/PARAMEDIC	\$ 69,328.07	\$ 1,147.66	\$ -	\$ -	\$ 1,039.92	\$ 1,006.98	\$ -	\$ 126.00	\$ 205.00	\$ 5,975.57	\$ -	\$ 16,307.83	\$ -	\$ 10,234.44	\$ 105,371.47	
NEELS, KYLE J.	SEWER SYSTEM LEAD	\$ 46,408.60	\$ 2,575.33	\$ 1,800.00	\$ -	\$ 696.13	\$ 655.24	\$ 2,801.64	\$ 126.00	\$ 205.00	\$ 2,330.22	\$ -	\$ -	\$ 5,295.22	\$ 20,542.56	\$ 83,435.94	
NEVENHOVEN, SCOTT R.	CEMETERY CARETAKER	\$ 44,718.12	\$ 2,670.83	\$ 1,800.00	\$ -	\$ 670.77	\$ 665.75	\$ 2,846.63	\$ 126.00	\$ 205.00	\$ 3,903.09	\$ -	\$ -	\$ 5,102.34	\$ 22,143.60	\$ 84,852.13	
OLDENBURGER, STEPHEN D.	POLICE OFFICER	\$ 52,368.93	\$ 3,353.44	\$ 119.72	\$ 900.00	\$ 523.69	\$ 817.50	\$ -	\$ 126.00	\$ 205.00	\$ 2,068.06	\$ 30,564.06	\$ -	\$ -	\$ 10,214.04	\$ 101,260.44	
PALMER, ALLISON	POLICE OFFICER	\$ 45,729.36	\$ 1,495.26	\$ -	\$ -	\$ 457.29	\$ 679.92	\$ -	\$ 126.00	\$ 205.00	\$ 1,748.92	\$ 25,437.49	\$ -	\$ -	\$ 9,362.87	\$ 85,242.11	
PENNINGTON, AARON J.	WASTEWATER PLANT OPERATOR	\$ 47,747.33	\$ 7,228.52	\$ 2,300.00	\$ -	\$ 716.21	\$ 778.91	\$ 3,330.51	\$ 126.00	\$ 205.00	\$ 2,628.10	\$ -	\$ -	\$ 5,447.97	\$ 22,143.60	\$ 92,652.15	
POLITSCH, BRYAN L.	POLICE OFFICER	\$ 61,848.27	\$ 4,024.48	\$ 478.88	\$ 900.00	\$ 927.72	\$ 933.66	\$ -	\$ 126.00	\$ 205.00	\$ 2,457.27	\$ 36,225.01	\$ -	\$ -	\$ 23,190.72	\$ 131,317.01	
POTEMPA, CHRISTOPHER	FIREFIGHTER/PARAMEDIC	\$ 60,557.80	\$ 816.38	\$ -	\$ -	\$ 605.58	\$ 841.62	\$ -	\$ 126.00	\$ 205.00	\$ 5,203.86	\$ -	\$ 14,201.76	\$ -	\$ 23,171.26	\$ 105,729.25	
RADFORD, JOSEPH	FIRE LIEUTENANT	\$ 68,734.68	\$ 1,678.80	\$ -	\$ -	\$ 1,031.02	\$ 979.16	\$ -	\$ 126.00	\$ 205.00	\$ 5,970.29	\$ -	\$ 16,293.42	\$ -	\$ 23,171.26	\$ 118,189.63	
RANDECKER, TIMOTHY M.	FIREFIGHTER/PARAMEDIC	\$ 59,722.53	\$ 4,867.64	\$ -	\$ -	\$ 597.23	\$ 887.09	\$ -	\$ 126.00	\$ 205.00	\$ 5,476.54	\$ -	\$ 14,945.93	\$ -	\$ 23,171.26	\$ 109,999.21	
REESER, SCOTT O.	FIRE CAPTAIN	\$ 77,760.21	\$ -	\$ -	\$ -	\$ 1,166.40	\$ 1,107.78	\$ -	\$ 126.00	\$ 205.00	\$ 6,593.21	\$ -	\$ 17,993.43	\$ -	\$ 8,991.24	\$ 113,943.27	
ROBBINS, ROBERT	POLICE OFFICER	\$ 45,989.91	\$ 2,915.56	\$ -	\$ -	\$ 459.90	\$ 701.33	\$ -	\$ 126.00	\$ 205.00	\$ 1,811.17	\$ 26,342.87	\$ -	\$ -	\$ 9,362.87	\$ 87,914.60	
RUST, MICHAEL J.	W & S CONST SYSTEM WORKER II	\$ 40,084.28	\$ 2,340.60	\$ 1,800.00	\$ -	\$ 400.84	\$ 598.02	\$ 2,556.96	\$ 126.00	\$ 205.00	\$ 2,029.26	\$ -	\$ -	\$ 4,573.62	\$ 20,542.56	\$ 75,257.14	
SANDERS, JOLYNN	POLICE OFFICER	\$ 65,867.59	\$ 644.42	\$ -	\$ 900.00	\$ 988.01	\$ 884.06	\$ -	\$ 126.00	\$ 205.00	\$ 2,463.21	\$ 36,311.40	\$ -	\$ -	\$ 23,190.72	\$ 131,580.41	
SCHNOOR, KURTIS T.	POLICE SERGEANT	\$ 68,465.82	\$ 11,853.16	\$ 478.88	\$ 900.00	\$ 1,026.99	\$ 1,114.77	\$ -	\$ 126.00	\$ 205.00	\$ 2,992.27	\$ 44,006.45	\$ -	\$ -	\$ 22,143.60	\$ 153,312.94	
SCHROEDER, ANDREW H.	POLICE LIEUTENANT	\$ 75,333.94	\$ 2,478.58	\$ -	\$ 900.00	\$ 1,130.01	\$ 1,080.21	\$ -	\$ 126.00	\$ 205.00	\$ 2,881.71	\$ 42,398.41	\$ -	\$ -	\$ 20,542.56	\$ 147,076.42	
SCHUBERT, CHAD M.	FIREFIGHTER/PARAMEDIC	\$ 59,805.98	\$ 7,369.89	\$ -	\$ -	\$ 598.06	\$ 932.36	\$ -	\$ 126.00	\$ 205.00	\$ 5,695.77	\$ -	\$ 15,544.25	\$ -	\$ 23,171.26	\$ 113,448.57	
SCHUBERT, KIRK R.	BATTALION CHIEF	\$ 82,391.00	\$ -	\$ -	\$ -	\$ 1,235.87	\$ 1,110.41	\$ -	\$ 126.00	\$ 205.00	\$ 6,985.85	\$ -	\$ 19,064.98	\$ -	\$ 20,542.56	\$ 131,661.67	
SEFFROOD, RANDALL L.	FIRE DEPT MECHANIC	\$ 69,919.72	\$ 1,484.15	\$ -	\$ -	\$ 1,048.80	\$ 979.72	\$ -	\$ 126.00	\$ 205.00	\$ 6,054.26	\$ -	\$ 16,522.59	\$ -	\$ 23,171.26	\$ 119,511.50	
SHENNEFF, BLAIR W.	FIRE LIEUTENANT	\$ 70,400.20	\$ 1,978.99	\$ -	\$ -	\$ 1,056.00	\$ 1,044.15	\$ -	\$ 126.00	\$ 205.00	\$ 6,136.96	\$ -	\$ 16,748.28	\$ -	\$ 10,205.82	\$ 107,901.40	
SHENBERGER, CHRISTOPHER K.	POLICE SERGEANT	\$ 75,034.78	\$ 3,635.94	\$ -	\$ 900.00	\$ 1,125.52	\$ 1,104.88	\$ -	\$ 126.00	\$ 205.00	\$ 2,913.49	\$ 42,860.67	\$ -	\$ -	\$ 22,143.60	\$ 150,049.88	
SILAGGI, ROBERT B.	STREET MAINTENANCE	\$ 40,979.21	\$ 1,106.72	\$ 1,800.00	\$ -	\$ 409.79	\$ 587.29	\$ 2,510.94	\$ 126.00	\$ 205.00	\$ 3,482.30	\$ -	\$ -	\$ 4,675.73	\$ 20,542.56	\$ 76,425.54	
SKEEL SR, RANDY R.	SR AUTOMOTIVE MECHANIC	\$ 46,944.68	\$ 1,049.84	\$ 1,800.00	\$ -	\$ 469.45	\$ 663.81	\$ 2,838.43	\$ 126.00	\$ 205.00	\$ 3,951.15	\$ -	\$ -	\$ 5,356.39	\$ 20,542.56	\$ 83,947.30	
SMITH, ANTHONY J.	POLICE OFFICER	\$ 54,285.67	\$ 1,007.39	\$ -	\$ 900.00	\$ 542.86	\$ 803.51	\$ -	\$ 126.00	\$ 205.00	\$ 2,047.72	\$ 30,268.32	\$ -	\$ -	\$ 10,214.04	\$ 100,400.51	
STABENOW III, ERNEST	FIREFIGHTER/PARAMEDIC	\$ 62,643.88	\$ 579.62	\$ -	\$ -	\$ 626.44	\$ 867.80	\$ -	\$ 126.00	\$ 205.00	\$ 5,360.66	\$ -	\$ 14,629.69	\$ -	\$ 23,171.26	\$ 108,210.35	
STICHTER, DAVID S.	SEWER SYSTEM FOREMAN	\$ 51,061.40	\$ 3,203.44	\$ 1,800.00	\$ -	\$ 765.92	\$ 765.46	\$ 3,272.95	\$ 126.00	\$ 205.00	\$ 2,572.54	\$ -	\$ -	\$ 5,826.11	\$ 22,143.60	\$ 91,742.41	
STOTT, DANIEL J.	POLICE OFFICER	\$ 49,609.67	\$ 4,490.77	\$ 600.00	\$ 900.00	\$ 496.10	\$ 806.19	\$ -	\$ 126.00	\$ 205.00	\$ 2,025.78	\$ 29,949.11	\$ -	\$ -	\$ -	\$ 89,208.61	
STOVALL, ROBYN E.	POLICE CORPORAL	\$ 67,300.70	\$ 1,657.77	\$ -	\$ 900.00	\$ 1,009.51	\$ 928.97	\$ -	\$ 126.00	\$ 205.00	\$ 2,553.81	\$ 37,629.18	\$ -	\$ -	\$ 23,190.72	\$ 135,501.66	
STRECKWALD, BLAINE R.	LAB TECHNICIAN	\$ 49,406.24	\$ 3,875.84	\$ 1,800.00	\$ -	\$ 741.09	\$ 779.42	\$ 3,332.67	\$ 126.00	\$ 205.00	\$ 2,527.44	\$ -	\$ -	\$ 5,637.25	\$ 8,991.24	\$ 77,422.20	
STYKEL, SCOTT E.	FIREFIGHTER/PARAMEDIC	\$ 67,691.80	\$ 366.16	\$ -	\$ -	\$ 1,015.38	\$ 945.08	\$ -	\$ 126.00	\$ 205.00	\$ 5,770.57	\$ -	\$ 15,748.36	\$ -	\$ 23,171.26	\$ 115,039.60	
SUMMERS, MATTHEW E.	DEPUTY CHIEF OF POLICE	\$ 81,283.15	\$ -	\$ -	\$ 900.00	\$ 1,219.25	\$ 1,171.96	\$ -	\$ 126.00	\$ 205.00	\$ 3,010.24	\$ 44,267.86	\$ -	\$ -	\$ 8,991.24	\$ 1	

Employee	Position	FY2016		Bonus/	Clothing	HRA	Medicare	Social	Life	Unemployment	Work	Contribution *		IMRF	Health	Total
		Base	Overtime	Other								to Police	to Fire			
		Wages	Wages	Wages	Allowance			Security	Insurance		Comp	Pension	Pension	Pension	Insurance	Compensation
THRUMAN, ADAM F.	FIREFIGHTER	\$ 43,002.44	\$ 400.76	\$ -	\$ -	\$ 430.02	\$ 603.28	\$ -	\$ 126.00	\$ 205.00	\$ 3,680.11	\$ -	\$ 10,043.34	\$ -	\$ 22,367.78	\$ 80,858.74
TIMMER, CURTIS R.	FIRE LIEUTENANT	\$ 68,663.32	\$ 896.05	\$ -	\$ -	\$ 1,029.95	\$ 926.38	\$ -	\$ 126.00	\$ 205.00	\$ 5,897.87	\$ -	\$ 16,095.78	\$ -	\$ 23,171.26	\$ 117,011.61
TOWNSEND, SCOTT E.	FIRE CAPTAIN	\$ 77,747.29	\$ 242.79	\$ -	\$ -	\$ 1,166.21	\$ 1,066.57	\$ -	\$ 126.00	\$ 205.00	\$ 6,612.70	\$ -	\$ 18,046.62	\$ -	\$ 22,143.60	\$ 127,356.78
VAN HORN, DOUGLAS L.	W & S CONST SYSTEM WORKER II	\$ 45,038.06	\$ 3,235.82	\$ 1,800.00	\$ -	\$ 675.57	\$ 688.16	\$ 2,942.50	\$ 126.00	\$ 205.00	\$ 2,297.64	\$ -	\$ -	\$ 5,138.84	\$ 20,542.56	\$ 82,690.15
WAGAND, RYAN L.	POLICE OFFICER	\$ 47,964.58	\$ 3,347.99	\$ 119.72	\$ 900.00	\$ 479.65	\$ 753.54	\$ -	\$ 126.00	\$ 205.00	\$ 1,904.74	\$ 28,188.73	\$ -	\$ -	\$ 10,214.04	\$ 94,203.99
WAND, ROBERT R.	FIRE DEPT MECHANIC	\$ 65,289.64	\$ 2,878.34	\$ -	\$ -	\$ 652.90	\$ 900.47	\$ -	\$ 126.00	\$ 205.00	\$ 5,779.89	\$ -	\$ 15,773.82	\$ -	\$ 23,171.26	\$ 114,777.32
WEBER, JANET L.	DISPATCHER	\$ 42,877.86	\$ 1,156.58	\$ 2,675.00	\$ -	\$ 643.17	\$ 585.79	\$ 2,504.65	\$ 126.00	\$ 205.00	\$ 148.26	\$ -	\$ -	\$ 4,892.36	\$ 22,143.60	\$ 77,958.27
WEDIG, FRED J.	W & S CONST SYSTEM WORKER II	\$ 51,470.16	\$ 6,338.79	\$ 1,800.00	\$ -	\$ 772.05	\$ 849.16	\$ 3,630.94	\$ 126.00	\$ 205.00	\$ 2,735.16	\$ -	\$ -	\$ 5,872.75	\$ 8,991.24	\$ 82,791.24
WEICHEL, TIMOTHY P.	POLICE SERGEANT	\$ 69,881.11	\$ 4,963.54	\$ 230.14	\$ 900.00	\$ 1,048.22	\$ 1,053.36	\$ -	\$ 126.00	\$ 205.00	\$ 2,780.32	\$ 40,923.73	\$ -	\$ -	\$ 22,143.60	\$ 144,255.02
WELLS, BRANDON T.	W & S INSTRUMENT & CTL TECH	\$ 48,298.20	\$ 850.60	\$ 1,800.00	\$ -	\$ 482.98	\$ 686.45	\$ 2,935.14	\$ 126.00	\$ 205.00	\$ 2,337.79	\$ -	\$ -	\$ 5,510.82	\$ 22,143.60	\$ 85,376.58
WILKEN, JOSHUA W.	FIREFIGHTER	\$ 42,578.92	\$ 562.93	\$ -	\$ -	\$ 425.79	\$ 579.80	\$ -	\$ 126.00	\$ 205.00	\$ 3,657.95	\$ -	\$ 9,982.87	\$ -	\$ 22,367.78	\$ 80,487.04
WINKOWSKI, THOMAS J.	FIREFIGHTER	\$ 62,395.42	\$ 628.06	\$ -	\$ -	\$ 623.95	\$ 857.50	\$ -	\$ 126.00	\$ 205.00	\$ 5,343.70	\$ -	\$ 14,583.40	\$ -	\$ 22,367.78	\$ 107,130.81
WINNEKINS, DAVID E.	WATER SYSTEM FOREMAN	\$ 52,790.40	\$ 3,024.41	\$ 1,800.00	\$ -	\$ 791.86	\$ 817.31	\$ 3,494.50	\$ 126.00	\$ 205.00	\$ 2,643.66	\$ -	\$ -	\$ 6,023.38	\$ 8,991.24	\$ 80,707.76
ZALAZNIK, JEFFREY J.	POLICE CORPORAL	\$ 68,045.25	\$ 3,987.96	\$ -	\$ 900.00	\$ 680.45	\$ 972.69	\$ -	\$ 126.00	\$ 205.00	\$ 2,667.68	\$ 39,285.39	\$ -	\$ -	\$ 23,190.72	\$ 140,061.14
ZIER, CARL J.	WATER PLANT LEAD OPERATOR	\$ 52,448.50	\$ 13,087.93	\$ 1,800.00	\$ -	\$ 786.73	\$ 939.09	\$ 4,015.52	\$ 126.00	\$ 205.00	\$ 3,089.73	\$ -	\$ -	\$ 5,984.37	\$ 20,542.56	\$ 103,025.43
ZURAVEL, MARTHA	CITY CLERK	\$ 56,649.00	\$ -	\$ 2,500.00	\$ -	\$ -	\$ 838.88	\$ 3,586.83	\$ 126.00	Elected	\$ 187.74	\$ -	\$ -	\$ 6,463.65	\$ 8,991.24	\$ 79,343.34

\*Note - Police and Fire Pension calculation is percentaged by yearly contribution.