

## Village of Elm Grove New Police Positions

| <u>New Employee</u>  | Annual cost       | 7/1/2021         | 10/1/2021        |
|----------------------|-------------------|------------------|------------------|
| <b>hourly rate</b>   | <b>\$32.14</b>    |                  |                  |
| regular wages        | 64,971.01         | 32,485.51        | 16,242.75        |
| holiday              | 2,498.89          | 1,749.22         | 1,249.44         |
| total wages          | 67,469.90         | 34,234.72        | 17,492.20        |
| <b>Benefit Costs</b> |                   |                  |                  |
| WRS- Village cost    | 12.1% 8,157.11    | 4,138.98         | 2,114.81         |
| Social Security      | 7.65% 5,161.45    | 2,618.96         | 1,338.15         |
| Health               | 16,605.00         | 8/1/21 8,302.50  | 11/1/21 2,767.50 |
| Health HRA           | 4,700.00          | 4,700.00         | 4,700.00         |
| Dental               | 660.00            | 330.00           | 110.00           |
| Disability           | 104.00            | 52.00            | 26.00            |
| Life                 | 75.00             | 37.50            | 18.75            |
| total Benefit cost   | 35,462.56         | 20,179.93        | 11,075.21        |
| <b>Total cost</b>    | <b>102,932.45</b> | <b>54,414.66</b> | <b>28,567.40</b> |

*Example demonstrates the annual cost of a new police employee hired at the starting rate and the costs of hiring on 7/1/21 and 10/1/21. The department has the ability to hire an experienced officer at a higher rate on the scale. The 2021 approved rates are below*

Effective on the first day of January 2021,  
employees shall be paid as follows

1/1/2021 

|                            |
|----------------------------|
| Police Officer 2% increase |
|----------------------------|

per hour

|               |         |
|---------------|---------|
| start         | \$32.14 |
| after 1 Year  | \$36.78 |
| after 2 Years | \$38.85 |
| after 3 Years | \$40.58 |

Detective 2% increase

|               |         |
|---------------|---------|
| start         | \$41.99 |
| after 1 Year  | \$42.28 |
| after 2 Years | \$42.65 |

Sergeant 2% increase

|              |         |
|--------------|---------|
| start        | \$43.54 |
| after 1 Year | \$45.33 |

*Example using family health/dental costs. Employees are eligible for health and dental the first of the month following 30 days of employment.*

| <u>2021 Healthcare</u> | <b>Village Cost</b> | <u>Employee Cost</u> | <u>Total annual cost</u> | <u>Village potencial HRA liability</u> |
|------------------------|---------------------|----------------------|--------------------------|--|
| Single                 | 6,142.32            | 1,083.96             | 7,226.28                 | 6,500                                  |
| Family                 | 16,605.00           | 2,930.28             | 19,535.28                | 13,000                                 |