

Public Act 097-0609 amends the Illinois Open Meetings Act and the Illinois Pension code and established new requirements for public bodies in Illinois. Among the law's requirements are the following:

- 1. All IMRF employers must post, within 6 days of the approval of a budget, the total compensation package for each employee having a total compensation package that exceeds \$75,000 per year; and
- 2. Any IMRF employer that approves an employee's total compensation package equal to or in excess of \$150,000 per year must post on its website, at least 5 days before approval, the total compensation package for that employee

Total compensation package for the purpose of the Act means "payment by the employer to the employee for salary, health insurance, a housing allowance, a vehicle allowance, a clothing allowance, bonuses, loans, vacation days granted, and sick days granted."

2026 Estimated Compensation

Title	Employee Name	*2026 Estimated Wages	Estimated Insurance Premiums	Employee Recognition/Bonus	Estimated Total Compensation	Sick Days Granted	Vacation Days Granted	Clothing Allowance Available
Assistant District Manager	Michael Nelson	\$ 116,000.00	\$ 36,512.76	\$ -	\$ 152,512.76	10	25	\$ 500.00
District Manager	Tamara Mueller	\$ 145,750.00	\$ 36,512.76	\$ -	\$ 182,262.76	10	30	\$ -
District Treasurer/Clerk	Karen Thompson*	\$ 46,812.36	\$ 36,512.76	\$ -	\$ 83,325.12	10	16	\$ -
Office Administrator	Kadie Gillie	\$ 59,000.00	\$ 36,512.76	\$ -	\$ 95,512.76	10	25	\$ -
Maintenance Supervisor	John Caccamo Jr	\$ 105,000.00	\$ 36,512.76	\$ -	\$ 141,512.76	10	30	\$ 500.00
Maintenance Technician	Rene Rodriguez*	\$ 62,545.60	\$ 20,774.64	\$ -	\$ 83,320.24	10	15	\$ 500.00
Utility Systems Manager	James Olvera*	\$ 81,411.20	\$ 36,512.76	\$ -	\$ 117,923.96	10	25	\$ 500.00
Wastewater Operator	Kyle Caccamo*	\$ 77,542.40	\$ 20,774.64	\$ -	\$ 98,317.04	10	15	\$ 500.00

***The above wages are estimated and based on pay rates as of 1/1/26. These wages do not include overtime (* = OT eligible staff). Once the calendar year has ended, this report will be updated to include actual numbers.**