

GENERAL MANAGER COMPENSATION SUMMARY 1998 - 2010

Contract / Amendment	7/24/1998*	11/17/1999**	8/24/2000	10/18/2001**	8/24/2002	10/06/2003**	8/24/2004**	11/7/2005**	8/24/2006	12/3/2007**	8/24/2008	8/24/2009**	8/24/2010
Beginning Salary Monthly	\$7,000.00	\$8,276.00	\$8,624.00	\$10,134.00	\$11,012.00	\$12,133.00	\$13,034.00	\$15,058.00	\$16,459.00	\$17,700.00	\$19,255.00	\$20,285.00	\$20,813.00
Beginning Salary Yearly	\$84,000.00	\$99,312.00	\$103,488.00	\$121,608.00	\$132,144.00	\$145,596.00	\$156,408.00	\$180,696.00	\$197,508.00	\$212,400.00	\$231,060.00	\$243,420.00	\$249,756.00
Merit Increase	None	5% eff. 8/24/99	None	None	5% eff. 8/24/02	7% eff. 8/24/03	5% eff. 8/24/04	3% eff. 8/24/05	5% eff. 8/24/06	4% eff. 8/24/07	4% eff. 8/24/08	4% eff. 8/24/09	None
Auto Allowance Added to Base Salary	None	None	None	None	None	\$350.00	None	None	None	None	None	None	None
Market Parity - GM 2001 Salary Survey	None	None	None	11.4% eff. 8/24/01	None	None	None	None	None	None	None	None	None
Market Parity All Staff Salary Adjustment	None	12.6% eff. 7/1/99	None	None	None	None	8.9%	None	None	None	None	None	None
COLA - Received by All Staff	None	4.2% eff. 8/1/00	5.5% eff. 7/1/01	3.5% eff. 7/1/02	None	2.3% eff. 7/1/04	3% eff. 7/1/05	4.1% eff. 7/1/06	3.4% eff. 7/1/07	4.6% eff. 7/1/08	1.3% eff. 7/1/09	2.6% eff. 7/1/10	None
Ending Salary Monthly	\$7,000.00	\$8,624.00	\$9,098.00	\$10,488.00	\$11,012.00	\$12,413.00	\$14,620.00	\$15,675.00	\$17,019.00	\$18,514.00	\$19,505.00	\$20,813.00	\$20,813.00
Ending Salary Yearly	\$84,000.00	\$103,488.00	\$109,176.00	\$125,856.00	\$132,144.00	\$148,956.00	\$175,440.00	\$188,100.00	\$204,228.00	\$222,168.00	\$234,060.00	\$249,756.00	\$249,756.00

* Original Contract - Board Approved

** Contract Amendment - Board Approved

Calendar Year Summary	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Salary	\$22,750.00	\$89,690.50	\$101,052.00	\$109,225.00	\$125,083.00	\$135,699.75	\$149,014.00	\$165,766.00	\$186,372.30	\$202,440.00	\$218,864.00	\$234,890.00	\$204,434.00
Bonus	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Funds for Retirement Service Credit	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,000.00	\$29,000.00	\$31,193.00	\$0.00
Administrative Leave	\$0.00	\$0.00	\$0.00	\$1,592.00	\$2,338.80	\$5,082.40	\$3,220.00	\$0.00	\$6,949.60	\$4,368.16	\$8,169.60	\$0.00	\$0.00
Auto Allowance	\$900.00	\$3,600.00	\$3,600.00	\$3,762.50	\$4,200.00	\$3,150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Management Incentive Pay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,652.53	\$5,228.34	\$5,504.03
TOTAL	\$23,650.00	\$93,290.50	\$104,652.00	\$114,579.50	\$131,621.80	\$143,932.15	\$167,234.00	\$165,766.00	\$193,321.90	\$235,808.16	\$259,686.13	\$271,311.34	\$209,938.03

Calendar Year Summary	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
District Paid Contributions													
Social Security Reimbursement	\$0.00	\$15,552.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
100% Annual Limit/Def. Comp	\$0.00	\$1,333.32	\$8,000.00	\$8,500.00	\$11,000.00	\$12,000.00	\$13,000.00	\$14,000.00	\$15,000.00	\$15,500.00	\$15,500.00	\$16,500.00	\$16,500.00
Dental/Vision/LTD Reserve Acct.	\$1,500.00	\$1,500.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
100% Dental Insurance/Family	\$0.00	\$0.00	\$0.00	\$1,699.26	\$1,736.00	\$1,792.41	\$1,824.42	\$1,906.88	\$1,968.52	\$1,992.72	\$2,027.58	\$2,039.11	\$1,545.85
100% Life Insurance Premium	\$0.00	\$0.00	\$0.00	\$680.96	\$0.00	\$465.92	\$116.48	\$232.96	\$232.96	\$232.96	\$232.96	\$232.96	\$116.48
100% Group Life & LTD Insurance/Emp. Only	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.00	\$0.00	\$1,593.34	\$984.00	\$984.00	\$738.00
100% LTD Insurance/Emp. Only	\$0.00	\$0.00	\$510.75	\$1,225.80	\$1,533.70	\$2,046.00	\$2,046.00	\$2,046.00	\$2,046.00	\$1,023.00	\$0.00	\$0.00	\$0.00
100% Medical Insurance/Family	\$2,080.00	\$5,112.00	\$5,496.00	\$6,672.00	\$7,764.00	\$9,240.00	\$10,901.64	\$11,992.68	\$13,123.08	\$14,763.84	\$15,649.56	\$13,041.30	\$15,363.24
100% PERS Retirement Cont./Emp. & Employer	\$3,812.45	\$12,867.63	\$10,623.35	\$11,919.71	\$15,368.41	\$22,942.24	\$34,674.02	\$44,387.23	\$51,201.27	\$54,599.95	\$61,699.02	\$69,794.91	\$59,412.21
100% Vision Insurance/Family	\$0.00	\$0.00	\$0.00	\$731.88	\$659.79	\$635.76	\$703.19	\$709.32	\$731.42	\$763.20	\$763.20	\$763.20	\$572.40
100% PARS Retirement Enhancement Plan	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,813.95	\$7,565.00	\$8,135.00	\$8,793.00	\$5,562.78
TOTAL	\$7,392.45	\$36,364.95	\$26,130.10	\$31,429.61	\$38,061.90	\$49,122.33	\$63,265.75	\$75,616.07	\$91,117.20	\$98,034.01	\$104,991.32	\$112,148.48	\$99,810.96

Information based on Contract & IRS Limit

As of 5/10/2011