



On November 17, 2023, the IMRF Board of Trustees approved the annual operating budget for 2024. The employees listed below each have a "total compensation package" which exceeds \$75,000 per year. Total compensation package is defined as payment made by IMRF to the employee for salary, health insurance, vacation days granted, and sick days granted. IMRF does not provide payments for housing allowances, vehicle allowances, clothing allowances, or business loans.

<u>Job Title</u>	<u>Sick Days</u>	<u>Vacation Days</u>	<u>Total Compensation (as defined by PA97-0609)</u>
Chief Investment Officer	12	20	\$429,896.25
Executive Director	12	20	\$354,909.41
Equity Portfolio Manager	12	15	\$283,648.61
Equity Portfolio Manager	12	15	\$281,185.28
Equity Portfolio Manager	12	15	\$266,205.47
Chief IS Officer	12	25	\$241,945.47
Chief Financial Officer	12	25	\$232,778.68
Technology Infrastructure Manager	12	20	\$212,531.33
Director of Human Resources	12	15	\$205,932.71
Customer Service Director	12	25	\$204,972.88
Enterprise Solutions Manager	12	25	\$204,065.47
Technical Solutions Architect Lead	12	20	\$195,587.80
Investment Officer-Private Markets	12	15	\$192,764.23
Benefits Manager	12	15	\$187,696.46
Internal Audit Officer	12	15	\$187,308.96
Technical Architect	12	25	\$186,389.84
Lead Network Architect Engineer	12	10	\$184,421.46
IS Team Leader	12	20	\$182,129.83
Investment Officer-PortMgmt&InvStrat	12	15	\$181,646.85
Investment Analyst-Private Markets	12	15	\$180,923.00
Communications Officer	12	20	\$179,749.59
Network Architect	12	20	\$179,230.71
IS Team Leader	12	15	\$178,432.58
IS Team Leader	12	25	\$175,943.11
General Counsel	12	15	\$175,027.50
Investment Officer-Private Markets	12	20	\$173,104.16
Disability Manager	12	25	\$171,956.98
Business Analyst	12	25	\$171,074.48
Investment Officer-DiversityProg&TotPort	12	20	\$170,407.75
Member Services Manager	12	25	\$168,719.63
IS Team Leader	12	15	\$166,889.39
Organizational Development Business Partner	12	10	\$164,135.46
Network Telephony Integration Analyst	12	25	\$160,602.59
Network Telephony Integration Analyst	12	10	\$159,973.70
Investment Analyst-Private Markets	12	10	\$157,163.38
Technical Solutions Integration Analyst	12	10	\$156,753.31
Cybersecurity Operations Architect/Security Lead	12	20	\$156,375.17
Data Base Security and Analyst	12	10	\$154,900.99
Technical Architect	12	20	\$154,701.51
Network Architect	12	10	\$154,514.65
IS Team Leader	12	15	\$154,465.46
Tech Solutions Architect Lead	12	10	\$153,192.60
IS Team Leader	12	10	\$152,864.21



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Employer Representative	12	25	\$152,061.65
Investment Analyst-Private Markets	12	10	\$150,318.60
Network Performance Analyst	12	20	\$147,826.37
Government Affairs Manager	12	20	\$147,265.43
Infrastructure Project Manager	12	15	\$147,075.80
Microsoft 365 Administrator	12	15	\$146,225.34
Comptroller	12	25	\$141,382.33
Technical Solutions Integration Analyst	12	10	\$140,416.20
Sr. Network Analyst	12	15	\$139,232.90
Investment Officer-Public Markets	12	15	\$139,098.30
Enterprise Content Management Administrator	12	10	\$137,653.64
Data Analyst Lead	12	15	\$137,489.34
Human Resources Manager	12	20	\$137,161.42
Office Services Manager	12	10	\$136,726.80
Financial Analyst	12	25	\$135,806.56
Data Analyst	12	15	\$135,641.13
Production Support Analyst	12	20	\$133,085.56
Member Education Team Leader	12	20	\$132,724.17
Investment Analyst-Public Markets	12	15	\$131,990.39
Technical Communications Team Leader	12	20	\$131,268.50
Employer Compliance Manager	12	20	\$131,062.93
Associate General Counsel	12	15	\$130,755.15
Sr. Network Analyst	12	15	\$130,600.17
Employer Services Manager	12	25	\$129,761.43
Quality Assurance Analyst	12	15	\$129,243.50
Technical Solutions Integration Analyst	12	15	\$128,951.53
Organizational Excellence Officer	12	15	\$128,948.99
Employer Representative	12	20	\$126,149.40
Sr. Network Analyst	12	15	\$125,651.07
Investment Analyst-Port Oper	12	15	\$123,962.19
Operations Analyst	12	20	\$123,385.20
Business Solution Lead	12	20	\$121,269.65
Sr. Network Analyst - Help Desk	12	10	\$121,263.47
Disability Supervisor	12	20	\$120,968.83
Associate Investment Analyst-Public Markets	12	15	\$118,548.99
Business Solution Lead	12	20	\$118,332.46
Sr. Business Process/Data Analyst	12	10	\$117,483.94
Employer Representative	12	20	\$116,913.32
Finance Systems Administrator	12	25	\$115,075.10
Contact Center Supervisor	12	20	\$114,834.59
Business Solution Analyst	12	25	\$114,498.97
Treasury Unit Supervisor	12	15	\$113,129.38
Control Unit Supervisor	12	10	\$112,503.39



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<u>Job Title</u>	<u>Sick Days</u>	<u>Vacation Days</u>	<u>Total Compensation (as defined by PA97-0609)</u>
Employer Compliance Associate	12	20	\$109,737.83
Sr. Contact Center Representative	12	25	\$109,384.68
Employer Services Team Leader	12	20	\$108,489.00
Sr. Network Analyst - Help Desk	12	20	\$108,248.20
Record & Mail Center Supervisor	12	20	\$105,802.79
Contact Center Supervisor	12	20	\$105,325.77
Sr. Accountant	12	20	\$105,236.86
Procurement Specialist	12	15	\$104,817.82
External Communications Specialist	12	10	\$104,809.60
Member Services Analyst	12	20	\$104,118.29
Network Analyst	12	25	\$102,621.73
Business Solution Lead	12	15	\$101,748.98
Legislative Analyst	12	15	\$101,250.28
Member Education Counselor	12	15	\$99,486.15
Benefits Department Analyst	12	25	\$99,175.11
Sr. Employer Compliance Associate	12	20	\$99,101.03
Member Education Counselor	12	10	\$98,039.93
Employer Member Data Unit Supervisor	12	25	\$95,630.88
Business Solution Analyst	12	20	\$94,668.75
Employer Representative	12	15	\$93,723.10
Benefits Supervisor	12	15	\$93,566.50
Member Education Counselor	12	10	\$92,448.89
Benefits Department Analyst	12	20	\$92,141.86
Member Education Counselor	12	15	\$92,054.56
Employer Compliance Associate	12	20	\$91,687.08
Benefits Department Analyst	12	20	\$91,533.19
Member Education Counselor	12	15	\$90,562.95
Sr. Internal Auditor	12	15	\$90,367.83
Technical Writer	12	20	\$89,948.52
Member Education Counselor	12	15	\$89,732.42
Digital Communications Specialist	12	10	\$89,410.25
Member Education Counselor	12	15	\$89,362.94
Benefits Department Analyst	12	20	\$89,341.18
Accountant	12	10	\$88,641.47
Graphic Designer	12	15	\$88,444.00
Human Resources Assistant	12	20	\$87,634.34
Investments Administrative Assistant	12	15	\$87,323.13
Human Resources Generalist	12	10	\$87,117.12
Treasury Specialist	12	15	\$86,951.49
Staff Attorney	12	10	\$86,942.50
Treasury Analyst	12	20	\$86,604.08
Employer Services Analyst	12	25	\$86,261.90
Employer Compliance Associate	12	20	\$85,790.68



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Office Services Analyst	12	25	\$83,963.43
Sr. Accountant	12	10	\$83,904.69
Network Analyst	12	20	\$82,599.67
Employer Services Analyst	12	15	\$82,527.50
Disability Claims Examiner	12	20	\$82,506.50
Legal Analyst	12	20	\$82,465.58
Sr. Mail Center Clerk II	12	25	\$81,683.71
Sr. Accounting Clerk	12	15	\$80,844.96
Treasury Specialist	12	20	\$80,409.34
Executive Administrative Assistant	12	10	\$78,900.57
Sr. Accounting Clerk	12	10	\$78,357.62
Quality Assurance Auditor	12	25	\$78,143.70
Internal Audit Associate (IA)	12	15	\$77,966.06
Financial Relations Analyst	12	15	\$77,133.12
Sr. Accounting Clerk	12	10	\$77,078.96
Sr. Contact Center Representative	12	15	\$76,187.70
Investments Administrative Assistant	12	15	\$76,130.89
Quality Assurance Auditor	12	25	\$76,032.10
Benefits Claims Examiner	12	20	\$75,937.06