



On November 22, 2024, the IMRF Board of Trustees approved the annual operating budget for 2025. 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	\$447,522.00
Executive Director	12	20	\$370,281.74
Equity Portfolio Manager	12	15	\$296,079.16
Equity Portfolio Manager	12	15	\$293,511.14
Equity Portfolio Manager	12	15	\$282,122.62
Chief IS Officer	12	25	\$253,022.61
Chief Financial Officer	12	25	\$242,671.77
Director of Human Resources	12	20	\$214,826.23
Customer Service Director	12	25	\$214,059.71
Enterprise Solutions Manager	12	25	\$213,894.21
Managing Investment Officer II	12	15	\$208,630.70
Technical Solutions Architect Lead	12	20	\$204,422.96
Investment Officer - Private Markets	12	15	\$202,381.19
Investment Officer - Private Markets	12	10	\$202,109.23
Technology Infrastructure Manager	12	15	\$201,260.43
Senior Investment Officer II	12	20	\$200,268.25
Internal Audit Officer	12	15	\$195,645.08
Technical Architect	12	25	\$195,496.05
Network Architect	12	20	\$193,842.05
General Counsel	12	15	\$193,825.05
Lead Network Architect Engineer	12	10	\$192,634.86
Senior Investment Officer	12	20	\$190,128.07
Communications Officer	12	20	\$188,540.39
Managing Investment Officer II	12	15	\$188,309.09
IS Team Leader	12	15	\$186,703.64
IS Team Leader	12	25	\$184,499.26
Disability Manager	12	25	\$178,958.81
Business Analyst	12	25	\$178,891.11
Member Services Manager	12	25	\$175,632.91
Organizational Development Business Pa	12	10	\$172,184.59
Network Security Architect	12	10	\$170,379.06
Technical Architect	12	20	\$169,924.15
Managing Investment Officer I	12	15	\$169,921.44
Network Telephony Int Analyst	12	25	\$167,803.69
Network Telephony Int Analyst	12	10	\$167,486.60
IS Team Leader	12	10	\$167,361.82
IS Team Leader	12	15	\$164,376.16
Cybersecurity Operations Architect/Secur	12	20	\$163,692.46
Technical Solution Integration Analyst	12	10	\$163,460.32
Data Base Security and Analyst	12	15	\$161,773.06

On November 22, 2024, the IMRF Board of Trustees approved the annual operating budget for 2025. 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>
IS Team Leader	12	15	\$161,534.69
Technical Solutions Architect Lead	12	10	\$158,648.91
Investment Analyst - Private Markets	12	10	\$156,143.15
Employer Representative	12	25	\$155,971.64
Government Affairs Manager	12	20	\$152,975.48
Network Architect	12	15	\$152,698.64
Microsoft 365 Administrator	12	15	\$151,843.03
Network Architect	12	10	\$150,800.00
Enterprise Content Management Administ	12	10	\$150,714.50
Data Analyst Lead	12	15	\$149,798.65
Comptroller	12	25	\$147,862.81
Technical Solution Integration Analyst	12	10	\$146,368.83
Human Resources Manager	12	20	\$143,870.98
Office Services Manager	12	10	\$143,408.16
Data Analyst Lead	12	15	\$142,489.57
Financial Analyst	12	25	\$141,678.82
Network Architect	12	15	\$141,026.36
Member Education Team Leader	12	20	\$139,227.41
Employer Contact Center Team Leader	12	20	\$138,847.05
Investment Analyst - Public Markets	12	15	\$138,244.04
Employer Compliance Manager	12	20	\$137,424.06
Technical Communications Team Leader	12	20	\$137,259.74
Employer Representative	12	20	\$137,074.28
Senior Network Analyst - Sec/Comp	12	15	\$136,998.08
Associate General Counsel	12	15	\$136,601.03
Employer Services Manager	12	25	\$135,417.67
Benefits Supervisor	12	20	\$135,320.24
Quality Assurance Analyst	12	15	\$135,280.22
Organizational Excellence Officer	12	15	\$134,570.71
Operations Analyst	12	20	\$134,391.25
Senior Network Analyst - Net Com	12	15	\$131,013.08
Senior Network Analyst - Help Desk	12	10	\$130,728.20
Investment Analyst - Portfolio Operations	12	15	\$129,488.43
Associate Investment Analyst-Public Mar	12	15	\$129,169.86
IS Team Leader	12	15	\$125,742.69
Employer Representative	12	20	\$122,644.32
Senior Business Process/Data Analyst	12	10	\$122,527.09
Control Unit Supervisor	12	15	\$122,244.37
Business Solution Analyst	12	25	\$119,465.65
Finance Systems Administrator	12	25	\$118,980.81

On November 22, 2024, the IMRF Board of Trustees approved the annual operating budget for 2025. 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>
Treasury Unit Supervisor	12	15	\$118,164.06
Records & Mail Processing Supervisor	12	20	\$115,745.40
Business Solution Lead	12	20	\$115,118.22
Employer Compliance Associate	12	25	\$114,679.36
Senior Contact Center Representative	12	25	\$114,196.95
Employer Services Team Leader	12	20	\$113,642.23
Senior Network Analyst - Help Desk	12	20	\$113,461.44
Senior Network Analyst - Help Desk	12	10	\$112,777.84
Staff Attorney	12	10	\$110,605.20
Contact Center Supervisor	12	20	\$110,491.12
Senior Accountant	12	20	\$109,610.83
Procurement Specialist	12	15	\$109,568.05
Member Services Analyst	12	20	\$109,024.38
Member Education Counselor	12	15	\$108,230.76
Member Education Counselor	12	15	\$106,770.39
Legislative Analyst	12	15	\$105,928.90
Employer Member Data Unit Supervisor	12	25	\$104,440.10
Benefits Supervisor	12	20	\$103,913.37
Senior Employer Compliance Associate	12	20	\$103,876.16
Employer Representative	12	15	\$102,694.73
Employer Compliance Associate	12	20	\$101,804.74
Member Education Counselor	12	15	\$100,859.55
Member Education Counselor	12	15	\$100,856.43
Internal Audit Associate	12	20	\$100,546.47
Disability Department Analyst	12	20	\$99,910.42
Marketing Supervisor	12	15	\$99,039.74
Member Education Counselor	12	20	\$98,792.04
Senior Technical Writer	12	20	\$98,746.95
Senior Internal Auditor	12	15	\$98,579.95
Member Education Counselor	12	15	\$98,201.91
Member Education Counselor	12	15	\$97,346.66
Benefits Department Analyst	12	25	\$96,772.89
Member Education Counselor	12	10	\$96,743.75
Senior Brand Strategist	12	15	\$96,690.14
Business Solution Analyst	12	20	\$95,889.35
Network Analyst - Security & Compliance	12	10	\$95,519.46
Accountant	12	10	\$92,697.52
Senior Accountant	12	10	\$91,503.73
Investments Administrative Assistant	12	15	\$90,980.92
Employer Services Analyst	12	25	\$90,454.51

On November 22, 2024, the IMRF Board of Trustees approved the annual operating budget for 2025. 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>
Human Resources Assistant	12	20	\$90,181.64
Internal Communications Strategist	12	10	\$90,117.84
Senior Mail Center Clerk II	12	25	\$88,415.75
Office Services Analyst	12	25	\$88,023.14
Network Analyst	12	20	\$86,594.60
Treasury Specialist	12	20	\$86,350.51
Legal Analyst	12	20	\$86,171.90
Internal Audit Associate	12	15	\$86,033.74
Disability Claims Examiner	12	20	\$85,983.66
Senior Accounting Clerk	12	10	\$85,217.27
Senior Accounting Clerk	12	20	\$85,217.27
Employer Services Analyst	12	15	\$84,177.90
Financial Relations Analyst	12	15	\$84,091.41
Senior Accounting Clerk	12	10	\$83,530.25
Treasury Specialist	12	15	\$83,457.00
Disability Department Analyst	12	15	\$83,261.00
Accountant-AP	12	15	\$82,968.40
Executive Administrative Assistant	12	10	\$82,253.85
Senior Accounting Clerk	12	20	\$80,991.23
Documentation Specialist	12	10	\$80,820.24
Quality Assurance Auditor	12	25	\$79,991.84
Disability Claims Examiner	12	20	\$79,714.40
Investments Administrative Assistant	12	15	\$79,292.93
Employer Compliance Associate	12	20	\$78,843.49
Legal Analyst	12	15	\$78,580.88
Accountant	12	15	\$78,472.32
IS Support Analyst	12	10	\$77,587.89
Quality Assurance Auditor	12	25	\$77,357.85
Business Solution Analyst	12	15	\$77,026.80