

**Highwood Library and Community Center**  
 Notice of Total Compensation Packages in Excess of \$75,000 per Year  
 Adopted by the Highwood Library Board of Trustees on April 27, 2026

<b>Employee:</b>	Laura Ramirez	Yenny Avila	Diana Guerrero	Viridiana Gonzalez	Lauren Hegedus	Alex Brotsos
<b>Position:</b>	Executive Director	Health Equity Manager	Communications and Development Manager	Lead Case Manager	Teen Services Manager	Adult Services Manager
<b>Salary:</b>	\$139,183	\$101,990	\$98,979	\$75,132	\$74,704	\$74,179
<b>Vacation Days:</b>	20	10	10	10	10	10
<b>Sick Days:</b>	10	10	10	10	10	10
<b>Personal Days:</b>	3	3	3	3	3	3
<b>Estimated Employer IMRF Contribution:</b>	\$4,565	\$3,345	\$3,247	\$2,464	\$2,450	\$2,433
<b>Employer Cost of Medical Insurance:</b>	\$30,582	\$18,744	\$16,951	\$18,744	\$7,302	\$11,365
<b>Employer Cost of Dental/Vision Insurance:</b>	\$0	\$0	\$0	\$0	\$0	\$0
<b>Employer Cost of Life Insurance:</b>	\$64	\$64	\$64	\$64	\$64	\$64
<b>Total Compensation Package:</b>	<b>\$174,395</b>	<b>\$124,142</b>	<b>\$119,240</b>	<b>\$96,404</b>	<b>\$84,520</b>	<b>\$88,040</b>
	*50% of total salary and benefits are funded through grants	*100% of total salary and benefits are funded through grants	*100% of total salary and benefits are funded through grants	*100% of total salary and benefits are funded through grants	*58% of total salary and benefits are funded through grants	*49% of total salary and benefits are funded through grants