

SPA Employee Compensation Information (past two years) - 2024 & 2025

**2025 Administrator Compensation-Mills**

Salary \$126,208.92  
Bonus \$15,000.00  
Taxable Life Insurance \$194.40  
Employee Contributions to Benefits \$7,461.96  
Sub-Total \$148,865.28

Employer contribution to cost of insurance

401(k) \$3,450.00  
AD&D \$55.20  
Dental \$288.00  
Life Insurance \$301.80  
Long Term Disability \$517.38  
Short Term Disability \$23.76  
Health \$15,420.00  
Vision \$80.64  
Sub-Total \$20,136.78

Employer cost of mandatory benefits

MI SUI \$242.98  
US FUTA \$41.98  
Medicare \$1,829.97  
Social Security \$7,824.96  
Sub-Total \$9,939.89

Total Compensation Cost \$178,941.95

**2024 Administrator Compensation-Mills**

Salary \$107,685.64  
Bonus \$9,000.00  
Taxable Life Insurance \$238.64  
Employee Contributions to Benefits \$3,485.04  
Sub-Total \$113,439.24

Employer contribution to cost of insurance

401(k) \$3,120.00  
AD&D \$49.92  
Dental \$288.00  
Life Insurance \$312.00  
Long Term Disability \$463.56  
Short Term Disability \$23.76  
Health \$14,340.00  
Vision \$80.64  
Sub-Total \$18,677.88

Employer cost of mandatory benefits

MI SUI \$354.19  
US FUTA \$83.96  
Medicare \$1,590.50  
Social Security \$6,800.54  
Sub-Total \$8,829.19

Total Compensation Cost \$140,946.31