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03/21/2011

BERGEN - HACKENSACK CITY

Advertised Enrollments

ENROLLMENT CATEGORY	October 15, 2009 Actual	October 15, 2010 Actual	October 15, 2011 Estimated
Pupils on Roll Regular Full-Time	4503	4548	4548
Pupils on Roll Regular Shared-Time	2	4	
Pupils on Roll - Special Full-Time	560	639	649
Pupils on Roll - Special Shared-Time		6	6
Subtotal - Pupils On Roll	5065	5197	5203
Private School Placements	39	40	36
Pupils Sent to Other Districts-Reg Prog	5		
Pupils Sent to Other Dists-Spec Ed Prog	77	69	57
Pupils Received	469	480	482
Pupils in State Facilities	9	3	3

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BERGEN - HACKENSACK CITY

Advertised Revenues

Budget Category	Account	2009-10 Actual	2010-11 Revised	2011-12 Anticipated
OPERATING BUDGET				
Budgeted Fund Balance - Operating Budget	10-303		3,899,859	889,496
Withdrawal from Cap Res-for Local Share	10-307		200,000	
Revenues from Local Sources:				
Local Tax Levy	10-1210	61,239,258	63,715,174	66,302,510
Tuition	10-1300	6,281,947	6,141,260	6,479,885
Interest Earned on Capital Reserve Funds	10-1XXX	60	9,989	2,101
Unrestricted Miscellaneous Revenues	10-1XXX	395,383	519,990	302,010
SUBTOTAL		67,916,648	70,386,413	73,086,506
Revenues from State Sources:				
Extraordinary Aid	10-3131	627,850	350,000	550,000
Categorical Special Education Aid	10-3132	2,551,071	146,954	2,582,040
Equalization Aid	10-3176	4,486,986	9,784,785	8,201,770
Categorical Security Aid	10-3177	1,369,698		
Categorical Transportation Aid	10-3121	420,575		
SUBTOTAL		9,456,180	10,281,739	11,333,810
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	47,247	108,561	115,393
Equalization Aid - ARRA ESF	16-4520	66,579		
Equalization Aid - ARRA GSF	17-4521	1,719,873		
Education Jobs Fund	18-4522			470,169
SUBTOTAL		1,833,699	108,561	585,562
Adjustment for Prior Year Encumbrances			244,361	
Actual Revenues (Over)/Under Expenditures		2,822,527		
TOTAL OPERATING BUDGET		82,029,054	85,120,933	85,895,374
GRANTS AND ENTITLEMENTS				
Revenues from Local Sources				
	20-1XXX	8,211		
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218			111,293
Preschool Education Aid	20-3218		757,060	672,850
Other Restricted Entitlements	20-32XX	1,282,205	201,000	202,000
TOTAL REVENUES FROM STATE SOURCES		1,282,205	958,060	986,143
Revenues from Federal Sources:				
Title I	20-4411-4416	1,287,781	975,000	973,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	2,509,260	1,250,000	1,250,000
Vocational Education	20-4430	54,003		
Other	20-4XXX	988,593		
TOTAL REVENUES FROM FEDERAL SOURCES		4,839,637	2,225,000	2,223,000
TOTAL GRANTS AND ENTITLEMENTS		6,130,053	3,183,060	3,209,143
REPAYMENT OF DEBT				
Budgeted Fund Balance	40-303		41,006	35,193
Transfers from Other Funds	40-5200	3,065		
Revenues from Local Sources:				
Local Tax Levy	40-1210	792,436	1,064,132	804,445
Miscellaneous	40-1XXX	10,001		
TOTAL REVENUES FROM LOCAL SOURCES		802,437	1,064,132	804,445
TOTAL LOCAL REPAYMENT OF DEBT		805,502	1,105,138	839,638
Actual Revenues (Over)/Under Expenditures		92,771		
TOTAL REPAYMENT OF DEBT		898,273	1,105,138	839,638
TOTAL REVENUES/SOURCES		89,057,380	89,409,131	89,944,155

BERGEN - HACKENSACK CITY

Advertised Appropriations

Budget Category	Account	2009-10 Expenditures	2010-11 Rev. Approp.	2011-12 Appropriations
GENERAL CURRENT EXPENSE				
Instruction:				
Regular Programs	11-1XX-100-XXX	30,398,383	28,097,728	29,122,142
Special Education	11-2XX-100-XXX	6,421,294	7,019,862	8,184,711
Bilingual Education	11-240-100-XXX	1,945,035	1,928,382	2,146,685
School-Spon. Co/Extra-Curr. Activities	11-401-100-XXX	288,785	140,670	143,653
School Sponsored Athletics	11-402-100-XXX	1,056,700	952,204	906,518
Support Services:				
Tuition	11-000-100-XXX	6,469,010	7,044,883	6,000,292
Attendance and Social Work Services	11-000-211-XXX	426,066	187,000	173,573
Health Services	11-000-213-XXX	903,832	926,586	866,228
Speech, OT, PT, Related & Extraordinary Services	11-000-216,217	984,120	2,975,934	3,207,984
Guidance	11-000-218-XXX	1,051,585	935,705	863,690
Child Study Teams	11-000-219-XXX	3,132,280	2,938,412	3,259,653
Improvement of Instructional Services	11-000-221-XXX	689,218	417,230	305,810
Educational Media Services - School Library	11-000-222-XXX	656,978	740,213	761,773
Instructional Staff Training Services	11-000-223-XXX	487,470	800,816	850,307
General Administration	11-000-230-XXX	1,135,434	1,093,013	1,057,336
School Administration	11-000-240-XXX	3,815,545	4,143,486	3,122,714
Central Svcs & Admin Info Technology	11-000-25X-XXX	1,269,576	1,435,880	1,280,240
Operation and Maintenance of Plant Services	11-000-26X-XXX	6,486,289	7,480,811	7,279,280
Student Transportation Services	11-000-270-XXX	1,819,573	2,167,920	2,042,500
Personal Services - Employee Benefits	11-XXX-XXX-2XX	10,881,131	12,613,724	13,005,740
Total Support Services Expenditures		40,208,107	45,901,613	44,077,120
TOTAL GENERAL CURRENT EXPENSE		80,318,304	84,040,459	84,580,829
CAPITAL EXPENDITURES				
Interest Earned on Capital Reserve	10-604		9,989	2,101
Equipment	12-XXX-XXX-73X	136,928	114,228	175,000
Facilities Acquisition and Construction Services	12-000-4XX-XXX	882,779	280,527	337,300
TOTAL CAPITAL EXPENDITURES		1,019,707	404,744	514,401
Transfer of Funds to Charter Schools	10-000-100-56X	691,043	675,730	800,144
OPERATING BUDGET GRAND TOTAL		82,029,054	85,120,933	85,895,374
SPECIAL GRANTS AND ENTITLEMENTS				
Local Projects				
Preschool Education Aid:	20-XXX-XXX-XXX	8,211		
Instruction	20-218-100-XXX		597,060	548,850
Support Services	20-218-200-XXX		160,000	124,000
Facilities Acquisition and Construction Services	20-218-400-XXX			111,293
TOTAL PRESCHOOL EDUCATION AID			757,060	784,143
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	26,349	28,000	28,000
Nonpublic Auxiliary Services	20-XXX-XXX-XXX		140,000	140,000
Nonpublic Nursing Services	20-XXX-XXX-XXX	33,582	33,000	34,000
Other Special Projects	20-XXX-XXX-XXX	1,222,274		
Total State Projects		1,282,205	958,060	986,143
Federal Projects:				
Title I	20-XXX-XXX-XXX	1,287,781	975,000	973,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	2,509,260	1,250,000	1,250,000
Vocational Education	20-XXX-XXX-XXX	54,003		
Other Special Projects	20-XXX-XXX-XXX	988,593		
Total Federal Projects		4,839,637	2,225,000	2,223,000
TOTAL GRANTS AND ENTITLEMENTS		6,130,053	3,183,060	3,209,143
REPAYMENT OF DEBT				
Repayment of Debt - Regular	40-701-510-XXX	898,273	1,105,138	839,638
TOTAL REPAYMENT OF DEBT		898,273	1,105,138	839,638
Total Expenditures		89,057,380	89,409,131	89,944,155
DEDUCT EXPENDITURES INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS:				
Capital Reserve - Transfer to Repayment of Debt	11-1XX-100-930			
Transfer Property Sale Proceeds to Debt Svc Res	12-000-400-933			
	11-000-520-934			
TOTAL EXPENDITURES NET OF TRANSFERS		89,057,380	89,409,131	89,944,155

BERGEN - HACKENSACK CITY

Advertised Recapitulation of Balance

Budget Category	Audited Balance 6/30/2009	Audited Balance 6/30/2010	Estimated Balance 6/30/2011	Estimated Balance 6/30/2012
Unassigned:				
General Operating Budget	1,573,210	2,268,431	2,268,431	1,640,581
Repayment of Debt	168,970	76,199	35,193	0
Restricted for Specific Purposes:				
General Operating Budget:				
Capital Reserve	503,825	503,886	313,875	315,976
Adult Education Programs	0	0	0	0
Maintenance Reserve	0	0	0	0
Legal Reserve	7,744,322	4,161,505	261,646	0
Tuition Reserve	0	0	0	0
Current Expense Emergency Reserve	0	0	0	0
Restricted for Repayment of Debt	0	0	0	0

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BERGEN - HACKENSACK CITY

Advertised Per Pupil Cost Calculations

2011 - 2012					
	2008-09 Actual	2009-10 Actual	2010-11 Original Budget	2010-11 Revised Budget	2011-2012 Proposed Budget
Per Pupil Cost Calculations:	(1)	(2)	(3)	(4)	(5)
Total Comparative Per Pupil Cost	13821	13969	14931	14717	15004
Total Classroom Instruction	9041	9547	9896	9376	9923
Classroom-Salaries and Benefits	8650	9198	9600	9042	9627
Classroom-General Supplies and Textbooks	332	279	213	235	208
Classroom-Purchased Services and Other	59	70	83	99	87
Total Support Services	1651	1791	1866	2135	2201
Support Services-Salaries and Benefits	1376	1567	1694	1827	1904
Total Administrative Costs	1268	1337	1370	1434	1159
Administration-Salaries and Benefits	1061	1171	1179	1247	982
Legal Costs	0	15	16	16	17
Total Operations and Maintenance of Plant	1622	1351	1565	1542	1501
Operations & Maintenance of Plant-Salary & Ben.	754	721	776	789	813
Total Food Services Costs	0	0	0	0	0
Total Extracurricular Costs	234	285	234	229	219
Total Equipment Costs	104	27	6	22	56
Employee Benefits as a % of Salaries	18.1	20.2	22.4	23.5	23.4

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the 2011 Comparative Spending Guide and can be found on the Department of Education's Internet address: <http://www.state.nj.us/education> under Finance, when available. This publication is available in the board office and public libraries. The same calculations were performed using the 2010-11 revised appropriations and 2011-12 budgeted appropriations presented in this advertised budget. Total Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years, it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

BERGEN - HACKENSACK CITY

Unusual Revenues and Appropriations

Line Number	Revenue Source or Approp. Due to	11-12 Amount	Description of circumstances
Total Unusual Revenues:	0	Total Unusual Appropriations:	0

BERGEN - HACKENSACK CITY

Shared Services -- Description of Shared Services

- Shared Waste removal with City of Hackensack
- Cooperative Purchasing County Wide thru Ed Data Services
- Shared Insurance Purchasing with NESBIG
- BCSS Services for Special Needs Students
- Bergen County Region V Transportation Services
- Bergen County Region V Special Education Services
- Pooled Banking Services Bergen County

BERGEN - HACKENSACK CITY

22a. Estimated Tax Rate Information

A. Estimated 11-12 School Tax Rate

WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
General Fund School Levy	65,008,842 (A)
Estimated Net Taxable Valuation (as of 10/01/2010)	6,012,464,357 (B)
Estimated 11-12 General Fund School Tax Rate=(A)/(B)X100	1.0812 (C)

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

Total School Levy	65,943,131 (D)
Estimated Net Taxable Valuation (as of 10/01/2010)	6,012,464,357 (E)
Estimated 11-12 Total School Tax Rate=(D)/(E)X100	1.0968 (F)

B. Estimated 11-12 Equalized School Tax Rate

WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
General Fund School Levy	65,008,842 (G)
Estimated Equalized Valuation (as of 10/01/2010)	5,930,424,453 (H)
Estimated 11-12 Equalized General Fund School Tax Rate=(G)/(H)X100	1.0962 (I)

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

Total School Levy	65,943,131 (J)
Estimated Equalized Valuation (as of 10/01/2010)	5,930,424,453 (K)

Estimated 11-12 Equalized Total School Tax Rate=(J)/(K)X100 1.1119 (L)

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name Edward Kliszus PhD
 Job Title Superintendent
 Base Annual Salary 205,109
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 10/15/2008
 Ending Date of Contract 06/30/2012
 Annual Work Days 260
 Annual Vacation Days 30
 Annual Sick Days 15
 Annual Personal Days 0
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0
 Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 15,000
 Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
 Description of:
 Annual Buyback of Sick Days
 Annual Buyback of Vac. Days
 Annual Buyback of Personal Days
 All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name Robert Corrado
 Job Title Assistant Superintendent
 Base Annual Salary 166,080
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 260
 Annual Vacation Days 30
 Annual Sick Days 15
 Annual Personal Days 0
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0
 Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 15,000
 Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
 Description of:
 Annual Buyback of Sick Days
 Annual Buyback of Vac. Days
 Annual Buyback of Personal Days
 All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY
 17. Salaries and Benefits of Certain District Employees

Name Raymond Gonzales
 Job Title Assistant Superintendent

Base Annual Salary 160,000
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 260
 Annual Vacation Days 30
 Annual Sick Days 15
 Annual Personal Days 0
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0
 Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 15,000
 Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
 Description of:
 Annual Buyback of Sick Days
 Annual Buyback of Vac. Days
 Annual Buyback of Personal Days
 All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY
 17. Salaries and Benefits of Certain District Employees

Name Fred D. Martens CPA
 Job Title Business Administrator

Base Annual Salary 160,890
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 260
 Annual Vacation Days 30
 Annual Sick Days 15
 Annual Personal Days 0
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0

Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 0
 Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
 Description of:
 Annual Buyback of Sick Days
 Annual Buyback of Vac. Days
 Annual Buyback of Personal Days
 All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name Theodore Malin
 Job Title Information Technology

Base Annual Salary 118,092
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N

Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 260
 Annual Vacation Days 30
 Annual Sick Days 15
 Annual Personal Days 0
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0
 Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 0
 Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
 Description of:
 Annual Buyback of Sick Days
 Annual Buyback of Vac. Days
 Annual Buyback of Personal Days
 All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name Reno Tolention
 Job Title Information Technology

Base Annual Salary 102,308
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N

Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 260

Annual Vacation Days	15
Annual Sick Days	13
Annual Personal Days	0
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0

Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration	0
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other In-Kind/Remuneration	

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name	Evelyn Wolf
Job Title	Coordinator/Dir./Mgr./Supvr.

Base Annual Salary	104,669
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	260
Annual Vacation Days	30
Annual Sick Days	13
Annual Personal Days	0
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0

Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration	0
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other In-Kind/Remuneration	

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name Lydia Singh
Job Title Accountant

Base Annual Salary 101,649
FTE 1.0
Shared with Another District? N
Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract 07/01/2010
Ending Date of Contract 06/30/2011
Annual Work Days 260
Annual Vacation Days 30
Annual Sick Days 13
Annual Personal Days 0
Annual Consulting Days 0
Other Non-working days 0
Description-Other Non-working Days

Benefits:
Allowances 0
Bonuses 0
Stipends 0
District Contributions above Teacher amount for:
Health Insurance 0
Dental Insurance 0
Life Insurance 0
Other Insurances 0
Retirement Plans 0

Post-Employment Benefits 0
Description of:
Buyback of Sick Days
Buyback of Vac. Days
Buyback of Personal Days
Other Post-Emp. Benefits
Other Post-Emp. Benefits
Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
Description of:
Annual Buyback of Sick Days
Annual Buyback of Vac. Days
Annual Buyback of Personal Days
All Other In-Kind/Remuneration

Additional Comments

BERGEN - HACKENSACK CITY

17. Salaries and Benefits of Certain District Employees

Name John Doller
Job Title Coordinator/Dir./Mgr./Supvr.

Base Annual Salary 91,936
FTE 1.0
Shared with Another District? N
Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract 07/01/2010
Ending Date of Contract 06/30/2011
Annual Work Days 260
Annual Vacation Days 24
Annual Sick Days 13
Annual Personal Days 0
Annual Consulting Days 0
Other Non-working days 0
Description-Other Non-working Days

Benefits:
Allowances 0
Bonuses 0
Stipends 0
District Contributions above Teacher amount for:
Health Insurance 0
Dental Insurance 0
Life Insurance 0
Other Insurances 0
Retirement Plans 0

Post-Employment Benefits 0
Description of:
Buyback of Sick Days
Buyback of Vac. Days
Buyback of Personal Days
Other Post-Emp. Benefits
Other Post-Emp. Benefits
Other Post-Emp. Benefits

In-Kind and Other Remuneration 0
Description of:
Annual Buyback of Sick Days

Annual Buyback of Vac. Days
Annual Buyback of Personal Days
All Other In-Kind/Remuneration

Additional Comments