



# ISERRA DIFFERENTIAL COMPENSATION CALCULATION WORK SHEET - 2025 EDITION

This document is not legal advice. It is a guide to assist with differential calculations under ISERRA (330 ILCS 61 et al). Users should not assume all relevant criteria are factored into its computations. The accurate remuneration of differential remains the responsibility of the employer.

I acknowledge that I have read and understood the Disclaimer on the purpose of use of this form.

This worksheet is provided to assist employers and servicemembers in calculating differential compensation according to the Illinois Service Member Employment and Reemployment Rights Act (ISERRA) 330 ILCS 61. To complete this worksheet, you will need the service member's civilian and military pay information for the relevant pay period, civilian work schedule and military orders.

**Pay Period** in question (used for reference only, to insure comparison of public and military pay over the same relevant dates). (MM/DD/YEAR) \_\_\_\_\_ to \_\_\_\_\_

Variables:

Total number of **Work Days** in the pay period (/1-15(a)). NOTE: Work shifts that cross into a different calendar day are a single work day unless they extend beyond 24 hours. \_\_\_\_\_ (shifts)

**Calendar Days** in the pay period during which the employee was on military orders (/1-15(b)(3)). \_\_\_\_\_ (days)

**Regular Compensation** as a public employee during the pay period (/1-15(b)(2)). \$ \_\_\_\_\_ (\$X.XX)

**Base Pay** for the applicable military service during the pay period (/1-15(b)(3)). \$ \_\_\_\_\_ (\$X.XX)

**Number of Compensable Work Days:** The number of work days missed, shifts that the SM would have otherwise worked except for military service, and for which the SM is owed differential compensation. \_\_\_\_\_ (shifts)

**Calculations:**

**Daily Rate of Compensation as a Public Employee:** Regular compensation as a public employee divided by work days (/1-15(b)(2)). \$ \_\_\_\_\_ (\$X.XX/day)

**Daily Rate of Compensation for Military Service:** Base pay for the applicable military service divided by the number of calendar days (/1-15(b)(3)). \$ \_\_\_\_\_ (\$X.XX/day)

**Differential Compensation Daily Rate:** Daily rate of compensation as a public employee minus the daily rate of compensation for military service (/1-15(b)(1)). This amount is owed for each day the SM would have otherwise worked for the public employer (/1-15(b)). If the amount is 0 or a negative number, then no differential is owed. \$ \_\_\_\_\_ (\$X.XX/day)

**Compensation Amount:**

**Total owed to SM** for the pay period: Compensable Work Days multiplied by Differential Compensation Daily Rate. \$ \_\_\_\_\_ (\$X.XX)