



# BENEFITS AT A GLANCE

## FULL-TIME EMPLOYEES

### EMPLOYEE CLASSIFICATION

**FULL-TIME** Employees must work at least 37.5 hours per workweek for four consecutive calendar quarters.

#### Vacation and Leave Benefits

- **Holidays:** 6 fixed holidays
- **Floating Holidays:** 4 days
- **Sick Days:** 12 days per year

#### Vacation Days by Years of Service:

- **0-3 years:** 10 days
- **4-9 years:** 15 days
- **10-16 years:** 20 days
- **17+ years:** 25 days

#### Dependent Care FSA & Health FSA

#### 457 Deferred Compensation Plan

#### Illinois Municipal Retirement Fund (IMRF)

**Mandatory Employee Contribution** 4.5% per paycheck

- **Employer Contribution** Defined annually by IMRF
- **Additional Option** IMRF Voluntary Additional Contribution Plan

#### Life Insurance

- **Type** Group Term
- **Coverage** 2x Annual Salary
- **Maximum Benefit** \$300,000 (Paid by the District)

**Voluntary Term Life insurance**

#### Employee Assistance Plan

**Employer Coverage** 100%

#### Hearing Insurance

**Employer Coverage** 100%

#### Family Bereavement Leave

#### Medical Insurance

**Provider** BCBS

**Employer Coverage** 80%

- **HMO**
- **PPO** \$1,500 deductible with \$1,250 HRA

#### Declining Medical Insurance:

- **Employee only** Receive 5 extra vacation days per year.
- **Dependent only** Receive an extra \$1,000 per year.
- **Spousal Surcharge Reimbursement** Receive up to \$1,500 per year to cover spousal surcharges.

#### Dental Insurance

**Provider** Delta Dental

**Employer Coverage** 80%

(Employee pays nothing if they decline medical insurance)

#### Vision

**Provider** Davis Vision

**Employer Coverage** 80%

(Employer pays nothing if they decline medical insurance)

**Plans** \$600 allowance plan or Gold managed plan

#### Employee Programs & Facility Usage

**Free Passes** Family pool pass and fitness pass.

**Programs** Free for family members (some exclusions apply).

**Discounts** 25% off advanced classes in cheer, dance, and gymnastics.

**Rentals** No charge for two athletic field (excluding softball complex) and room/gym rentals annually. Charges apply for after-hours rentals (set-up, clean-up, supervision).



# BENEFITS AT A GLANCE

## PART-TIME EMPLOYEES

### EMPLOYEE CLASSIFICATIONS

**CLASSIFICATION I** IMRF eligible Part-time employees scheduled to work at least 1,560 hours during the calendar year.

**CLASSIFICATION II** IMRF eligible Part-time employees scheduled to work at least 1,000 hours during the calendar year.

**CLASSIFICATION III** Part-time employees generally scheduled to work at least 260 hours but less than 1,000 hours during three quarters of a calendar year.

**SHORT-TERM** Short-term employees are employed for a specific function or project, part-time or full-time, and for a temporary and limited period generally less than three quarters during a calendar year.

### CLASSIFICATION I

#### EXEMPT ONLY

##### **Vacation and Leave Benefits**

- *Holidays:* 6 fixed holidays
- *Floating Holidays:* 4 days
- *Sick Days:* 12 days per year

##### *Vacation Days by Years of Service:*

- *0-3 years:* 10 days
- *4-9 years:* 15 days
- *10-16 years:* 20 days
- *17+ years:* 25 days

##### **Life Insurance**

- *Type* Group Term
- *Coverage* 2x Annual Salary
- *Maximum Benefit* \$300,000 (Paid by the District)

##### **Employee Assistance Plan**

*Employer Coverage* 100%

##### **Family Bereavement Leave**

#### EXEMPT & NON-EXEMPT

##### **Dependent Care FSA & Health FSA**

##### **457 Deferred Compensation Plan**

##### **Voluntary Term Life insurance**

##### **Hearing Insurance**

*Employer Coverage* 100%

### CLASSIFICATION I & II

##### **Illinois Municipal Retirement Fund (IMRF)**

*Mandatory Employee Contribution* 4.5% per paycheck

- *Employer Contribution* Defined annually by IMRF
- *Additional Option* IMRF Voluntary Additional Contribution Plan

##### **Employee Programs & Facility Usage**

*Free Passes* Family pool pass and employee fitness pass.

*Programs* 50% off programs for employee (some exclusions apply)

*Discounts* 15% off advanced classes in cheer, dance, and gymnastics.

*Rentals* 50% off two room rentals per year.

### CLASSIFICATION III

##### **Employee Programs & Facility Usage**

*Free Passes* 25 % off Family pool pass and 50% off employee fitness pass.

*Programs* 15% off programs for employee (some exclusions apply)

*Rentals* 25% off two room rentals per year.

### SHORT-TERM

##### **Employee Programs & Facility Usage**

*Free Passes* employee fitness pass.

Itasca Waterpark Employees receive free pool access and 10% discount on swim team