



# FULL-TIME BENEFITS AT A GLANCE

## Flexible Spending Account (FSA) - Section 125 Account

Health FSA  
 Dependent Care FSA  
 Commuter FSA

## Pension

Illinois Municipal Retirement Fund (IMRF)  
 Employees working 1000 hours or more annually or other 12-month period  
 Mandatory employee 4.5% contribution per paycheck  
 Employer Contribution defined annually by IMRF

## Retirement Health Care Funding Plan

30-day probation period. The percentage is based on the number of years in a qualified pension plan on start date.

Up to 5 years – 1.0%  
 6-10 years – 1.5%  
 11-15 years – 2.0%  
 16-20 years – 3.0%  
 21-30 years – 4%  
 31+ years – 5.0%

## District Paid Life Insurance Policy

Basic Life and AD&D- 2X annual salary up to \$500,000

## HEALTH BENEFITS

### Insurance Effective on First Day of Employment

#### BCBS Medical - PPO Network

\$500/\$1,500 Deductible - In Network  
 \$1,750/\$5,250 Out of Pocket - In Network

#### BCBS Medical - HMO Network

\$0.00/\$0.00 Deductible - In Network  
 \$1,000/\$3,000 Out of Pocket - In Network

#### BCBS Prescription - PPO Network

Preferred Generic/Non-Preferred Generic/Preferred Brand/Non-Preferred Brand/Preferred Specialty/Non-Preferred Specialty  
 Preferred Retail Pharmacy 30-day supply - \$5/\$15/\$45/\$85/\$250/\$350  
 Non-Preferred Retail Pharmacy 30-day supply - \$15/\$25/\$65/\$105/\$250/\$350

#### BCBS Prescription - HMO

Preferred Retail: \$5/\$15/\$60/\$110/\$250/\$350

#### BCBS Dental

\$50/\$100/\$150 Deductible In Network  
 \$2,000 annual maximum benefit  
 Preventative, Basic, Major and Orthodontia Coverage  
 (Orthodontia lifetime Maximum \$2,000)

#### BCBS Vision

Eye Exam- Every 12 months - \$10 copay in network  
 Basic lenses single/bifocal/trifocal = \$10 copay in network  
 Frames every 24 months - \$150 allowance, then 20% over allowance – in network

Cost Per Paycheck (Semi-Monthly)	Medical HMO	Medical PPO	Dental	Vision
Employee	\$40.77	\$59.27	\$1.88	\$0.33
Employee & Spouse	\$82.31	\$119.67	\$3.76	\$0.63
Employee & Child	\$78.58	\$114.24	\$4.55	\$0.66
Family	\$120.12	\$174.64	\$7.04	\$0.97

## 13 Paid Holidays

New Year's Day, Martin Luther King Jr Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve (1/2 day), Christmas Day., New Year's Eve (1/2 day)

## Benefit Leave Time

### Vacation

1 - 5 years of employment = 10 working days  
 6 - 10 years of employment = 15 working days  
 11 - 20 years of employment = 20 working days  
 21+ years of employment = 25 working days  
*(In the first year of employment, 50 % of vacation is immediately available upon hire and the other 50 % upon successful completion of the introductory period.)*

12 Sick Days per calendar year on January 1  
*(Pro-rated amount in first year of employment after 30 day waiting period)*

2 Personal Days Annually

1 Floating Holiday

### Short Term Disability Pay

6 weeks, 100% pay when employed for 1-2 years  
 12 weeks, 100% pay when employed for 2+ years

Family Bereavement Leave

Pet Bereavement Leave

Employee Assistance Program – EAP

Fox Fitness all-inclusive membership and Blackberry Farm membership to active full-time employee and their immediate family members

District Program Discounts

## Optional Benefits

457 Deferred Compensation Plan  
 IMRF Voluntary Additional Contribution Plan  
 NCPERS Group Life and AD&D - \$16 per month  
 Voluntary Group Life and AD&D – Allstate Supplemental Coverage  
 Accident Insurance  
 Critical Illness  
 Group Voluntary Disability Insurance  
 Membership to Earthmover Credit Union  
 Pet Insurance  
 Identity Theft Coverage  
 Legal Assistance Coverage