



SCHEDULE OF FULL-TIME SUPPORT STAFF BENEFITS

MEDICAL INSURANCE: The College offers two medical insurance plans: BlueCross BlueShield of Illinois PPO and HMO Illinois. The College pays a portion of the premium for employee and dependent coverage. *(see rate sheet for exact details)*

DENTAL INSURANCE: The College offers a dental plan through Delta Dental for you and your family, with an option of selecting an HMO or PPO/Premier plan. The College pays a portion of the premium for employee and dependent coverage. *(see rate sheet for exact details)*

LIFE INSURANCE: Group term life and accidental death and dismemberment policy at two (2) times base annual salary or \$100,000 whichever is greater, rounded up to the nearest thousand provided at no cost to employee.

VISION PLAN: Through the BlueCross BlueShield medical plans, a no-cost vision program offering discounts for exams, lenses and frames is available. Additional coverage can be purchased through a voluntary vision plan.

FLEXIBLE SPENDING ACCOUNT: You can aside earnings on a pre-tax basis through payroll deduction to pay for qualified health expenses not covered by the insurance, and child/elder care expenses as prescribed by law.

RETIREMENT PLANS: The State Universities Retirement System (SURS) provides retirement, disability, death and survivors' benefits to eligible SURS participants and annuitants. ECC employees contribute 8% of gross earnings which is deposited into the retirement plan you choose. In addition, employees contribute .5% of earnings to fund a retiree health insurance plan.

Employees may elect to participate in a 403(b) tax-sheltered annuity plan and/or a 457(b) deferred compensation plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.

CREDIT UNION: ECC employees are eligible to join the Kane County Teachers Credit Union.

TIME OFF WITH PAY:

<u>Sick days</u>	12 per year
<u>Personal days</u>	4 per year
<u>Holidays</u>	Labor Day, Thanksgiving & day after, December 24 th - January 1 st inclusive, Dr. King's Birthday, President's Day, Spring Break, Memorial Day & July 4 th , Fridays off in the summer.

Vacation:

Non-exempt:	1 – 3 years	10 Days
	4 – 9 years	15 Days
	Beginning with the 10 th year	20 Days
Exempt:	1 – 5 years	15 Days
	6 – 11 years	20 Days
	12 – 13 years	21 Days
	14 – 15 years	22 Days
	16 – 17 years	23 Days
	18 – 19 years	24 Days
	20+ years	25 Days

PROFESSIONAL DEVELOPMENT Each fiscal year, employees have the opportunity to utilize funds for professional growth and development. *(Refer to contract for details).*

TUITION REIMBURSEMENT: Each employee, employee's spouse, and employee's children age twenty-five (25) or younger shall have the right to receive reimbursement of tuition for credit courses taken at Elgin Community College. Reimbursement is dependent on a grade of "C" or better.

OTHER BENEFITS:

<u>Box Office Discounts</u>	<u>Employee Assistance Program</u>
<u>Long-Term Disability</u>	<u>Sick Bank Program</u>
<u>On-Site Fitness Center</u>	<u>Wellness Programs</u>
<u>On-Site Childcare</u>	
<u>Voluntary Employee, Spouse and Child Life Insurance</u>	

The summaries provided in this document contain only general guidelines and information. It is not intended to be comprehensive. If you have any questions concerning eligibility for a particular benefit, or the applicability of a policy, you should address your specific questions to the Human Resources Department.