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*Fringe Benefit Summary*

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**IAFF**

**HEALTH INSURANCE**

The City of Champaign pays 100% of your health insurance premium and 50% of the premium for your dependent(s). Premiums for dependent coverage may be made on a pre-tax basis, through the City's Section 125 plan.

**HEALTH ALLIANCE MEDICAL PLANS**

**Network Option:**

HMO plan anchored by Carle Clinic, Carle Hospital, and Christie Clinic

There is no cost for individual coverage (City pays \$479/mo). Employee/spouse coverage for is \$1,133/mo (employee pays \$327/mo and the City pays \$806/mo). Employee/children coverage for is \$887/mo (employee pays \$204/mo and the City pays \$683/mo). Family coverage is \$1,184/mo (employee pays \$352.50/mo and the City pays \$831.50/mo).

--Additional information can be obtained by contacting Health Alliance's customer service department - 1-800-851-3379

|                                    |
|------------------------------------|
| <b>DENTAL AND VISION INSURANCE</b> |
|------------------------------------|

Employees may purchase through payroll deduction, dental and/or vision insurance. Employees pay 100% of the monthly premium for this coverage. The dental plan has two options: Network and Premier Plans. Premiums for dental and vision insurance may be made on a pre-tax basis, through the City's Section 125 plan.

#### Trustmark Network PPO Plan

|                   | <u>Monthly</u> |
|-------------------|----------------|
| Single            | \$ 18.24       |
| Employee/Spouse   | \$ 42.80       |
| Employee/Children | \$ 43.82       |
| Family            | \$ 69.42       |

#### Trustmark Premier PPO Plan

|                   | <u>Monthly</u> |
|-------------------|----------------|
| Single            | \$ 30.32       |
| Employee/Spouse   | \$ 71.14       |
| Employee/Children | \$ 67.82       |
| Family            | \$ 109.68      |

- Dental insurance is provided by Trustmark: 1-800-371-1633.

#### VISION SERVICE PLAN

|                        | <u>Monthly</u> |
|------------------------|----------------|
| Single                 | \$ 9.01        |
| Employee/One Dependent | \$ 13.07       |
| Family                 | \$ 23.43       |

- Vision Service Plan: 1-800-877-7195.

**LIFE INSURANCE**

The City provides a \$10,000 term life insurance policy. Employees may purchase additional life insurance from \$10,000 to \$100,000 in \$10,000 increments and/or term life for their dependents through payroll deduction.

- ◆ \$3.60/month for dependent coverage--\$10,000 on spouse/\$5,000 on each dependent child
- ◆ \$1.80/month for dependent coverage--\$5,000 on spouse/\$2,000 on each dependent child
- ◆ Cost for employee additional coverage varies depending upon your age

Additional information can be obtained by contacting our life insurance provider, Fort Dearborn Life Insurance Company at 1-800-348-4510.

**PENSION**

Fire Fighters are covered by the Fire Pension Fund. Employee contributions to the Pension Fund are 8.455% of salary; additional contributions are paid by the City.

**PERSONAL LEAVE**

At the beginning of each fiscal year, employees are credited with 24 hours personal leave. Personal leave may not be accumulated and carried over into the next fiscal year (July 1st). Personal leave during the first year of employment varies based on the date of employment.

|                     | 24 Hour Per         | 40 Hour Per          |
|---------------------|---------------------|----------------------|
| <u>Date Of Hire</u> | <u>Day Officers</u> | <u>Week Officers</u> |
| 7/1 - 10/31         | 24 hours            | 24 hours             |
| 11/1 - 2/29         | 12 hours            | 12 hours             |
| 3/1 - 6/30          | 0 hours             | 6 hours              |

**HOLIDAYS**

All eligible officers who work a 40-hour work week shall receive eight (8) hours of regular pay for each of the following holidays during the pay period in which the holiday observation occurs:

- |   |                                  |
|---|----------------------------------|
| <i>New Years Day</i>                      | <i>Veterans Day</i>              |
| <i>Martin Luther King, Jr.'s Birthday</i> | <i>Thanksgiving Day</i>          |
| <i>Memorial Day</i>                       | <i>Friday After Thanksgiving</i> |
| <i>Independence Day</i>                   | <i>Christmas Eve</i>             |
| <i>Labor Day</i>                          | <i>Christmas Day</i>             |

For those officers working a 24-hour on/48-hour off work week, base salaries include one hundred twelve (112) hours of pay in lieu of paid holidays.

**VACATION**

Vacation accrual rates are based on years of service. Maximum accumulations are 288 hours for 52-hour week officers and 200 hours for 40-hour week officers and 222 hours for Fire Inspectors.

BIWEEKLY ACCRUAL

| <u>YEARS OF SERVICE</u>     | <u>52-HOUR WEEK</u> | <u>40-HOUR WEEK</u> |
|-----------------------------|---------------------|---------------------|
| <i>Through the 5th year</i> | <i>5.17 hours</i>   | <i>3.69 hours</i>   |
| <i>Beginning 6th year</i>   | <i>5.82 hours</i>   | <i>4.15 hours</i>   |
| <i>Beginning 7th year</i>   | <i>6.46 hours</i>   | <i>4.62 hours</i>   |
| <i>Beginning 8th year</i>   | <i>7.11 hours</i>   | <i>5.08 hours</i>   |
| <i>Beginning 9th year</i>   | <i>7.75 hours</i>   | <i>5.54 hours</i>   |
| <i>Beginning 15th year</i>  | <i>8.40 hours</i>   | <i>6.00 hours</i>   |
| <i>Beginning 20th year</i>  | <i>9.05 hours</i>   | <i>6.46 hours</i>   |

**SICK LEAVE**

Employees accrue sick leave at the rate of 5.17 hours per pay period (52-hour week officers) and 3.69 hours per pay period (40-hour week officers).

**LONGEVITY PAY**

Employees receive longevity pay based upon their years of continuous employment with the City. Longevity pay is an addition to the employees' base wage rate, as follows:

| <u>YEARS OF SERVICE</u> | <u>LONGEVITY RATE</u> |
|-------------------------|-----------------------|
| 5 years                 | 2.5%                  |
| 10 years                | 5.0%                  |
| 15 years                | 7.5%                  |
| 20 years                | 10.0%                 |

**CREDIT UNION**

Employees may join the Champaign Municipal Employees Credit Union. Payroll deduction for savings and credit union loan payments are available as well as a deduction for the savings bond program and Christmas Club. Additional information can be obtained by contacting the Credit Union directly.

- ◆ Champaign Municipal Employee Credit Union

510 W. Park, Suite F  
Champaign, IL 61821  
(217-359-7025)

**DEFERRED COMPENSATION PLAN**

The City of Champaign offers employees the opportunity to participate in a tax-deferred annuity plan of the International City Management Association (ICMA) through payroll deduction. This is an optional plan with no City contributions. Account Representative: Julie Crouse (1-866-822-3635).