



BENEFITS

These are the continuing benefits available to UPD regular full-time employees:

A minimum of **21 paid leave days per year** which can be used for vacation days, personal days, sick days, etc.

10 Holidays (New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Veteran's Day, Thanksgiving, Day after Thanksgiving, Christmas Day)

Acute illness leave earned at 4 hours per pay period up to a maximum of 1,920 hours. A maximum of 480 hours of acute illness leave may be used in a 12 month period. Acute illness leave can be used for a critical illness, to care for an eligible family member including for maternity, paternity, or adoptive child leave. Acute illness leave is can also be used by an eligible retiring employee to qualify for up to an addition year of service for IMRF.

Participation in the **Illinois Municipal Retirement Fund (IMRF)** defined benefit program. An additional benefit to participate in a **Voluntary Additional Contribution** program that returns 7.5% on funds invested for 1 year on the amount invested on January 1 of each calendar year.

IMRF disability benefits for temporary or permanent disability.

A **life insurance policy** equal to one year's pay provided through IMRF.

Death leave for 3 days per death of an immediate family member.

A **life insurance policy** purchased by the district for each employee equal to a year's salary up to a maximum a benefit of \$50,000.

Group **medical insurance** – base plan almost entirely subsidized by UPD for employee. Employees who prove insurance coverage through another carrier receive a portion of the cost of the medical insurance premium.

Ability to participate in group **dental insurance, vision insurance, and supplemental life insurance**.

Opportunity to participate in a **deferred compensation plan**.



Participation in an **Employee Assistance Program** - a strictly confidential service that allows 6 consultations per issue per household member and 1 hour each of legal/financial consultation per year.

Ability to participate in the **Urbana Municipal Employee Credit Union**.

Fee reductions for recreation programs and rentals. Ability to participate in Fitness and Wellness programs, receive a household membership to the Health and Wellness Center, and receive a household membership to the Crystal Lake Park Family Aquatic Center for **free**.

Tuition, books and fee reimbursement for up to \$1,200 per year and up to two (2) classes per year.

The ability for early retirees who meet certain criteria to continue to participate in the district's **group health insurance plan until age 65**.

IRS Section 125 flexible spending account for childcare and medical expenses.