

CITY OF PERU

2023 SUMMARY OF BENEFITS

**Medical/Prescription Benefits – Coverage through Blue Cross Blue Shield/Express Scripts
(No Waiting Period)**

\$2,500/\$5,000 Deductible HRA Plan – Blue Cross Blue Shield of Illinois for Medical & Express Scripts for Prescription.

Employee Coverage	Emp. + Spouse Coverage	Emp. + Child(ren) Coverage	Family Coverage
\$76.59/pay	\$145.49/pay	\$129.58/pay	\$214.95/pay

Employees that waive health insurance will receive \$2,500/year insurance stipend

Dental Benefits – Coverage through Delta Dental – (No Waiting Period)

Employee Coverage	Emp. + Spouse Coverage	Emp. + Child(ren) Coverage	Family Coverage
\$6.39/pay	\$13.86/pay	\$17.24/pay	\$26.72/pay

Vision Benefits – Coverage through VSP / IPBC – (No Waiting Period)

Employee Coverage	Emp. + Spouse Coverage	Emp. + Child(ren) Coverage	Family Coverage
\$4.01/pay	\$8.00/pay	\$8.57/pay	\$13.68/pay

Illinois Municipal Retirement Fund (IMRF) - Employee contributes 4.5% each pay period plus an employer contribution for the retirement benefit. This is a defined benefit plan. Disability and death benefits are also included under IMRF. No waiting period. Not Applicable to sworn police officers or firefighters.

Deferred Compensation Program – Administered through Nationwide Retirement Solutions. Employee can contribute a portion of their gross income on a pre-tax basis through payroll deductions into a deferred compensation plan. Employee must call (800)545-4730 to enroll. No waiting period.

Group Life Insurance – City of Peru pays 100%. \$50,000 benefit amount for employee only. No waiting period. Coverage through Securian Life Insurance Company.

Voluntary Life Insurance - optional - \$16.00 per month. Employee and family coverage available. Must enroll within the first 90 days of employment, you will then become insured on the first day of the month following your first payroll deduction. Coverage through Prudential for IMRF participants only.

Voluntary Life Insurance – optional. Employee and family coverage available. Coverage is through Sun Life Financial. Enrollment must be completed with a Sun Life representative during enrollment period following date of employment.

Supplemental Assurity Insurance – Employee pays premiums for two different supplemental benefit plans through Assurity Insurance. 1.) *Critical Illness insurance* 2.) *Accident insurance* No underwriting if enrolled at time of hire. Enrollment must be completed with an Allstate representative during enrollment period following date of employment.

Employee Assistance Program – Administered through LifeWorks. The EAP is available to employees and their dependents. The program offers a wide range of services on a 24/7 basis to benefit overall wellbeing including both mental and physical health. Counseling services and crisis management are available including virtual and in-person options. The program also offers a range of educational resources and work life services. The EAP is professional, and services are provided on a confidential basis.

Ten Paid Holidays:

New Year’s Day	Veterans’ Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day (July 4 th)	Christmas Eve
Labor Day	Christmas Day

Sick Leave – 12 days of sick leave per year. Maximum sick leave accrual is 150 days.

Personal Days – Allowed 3 (three) personal days per anniversary year. No waiting period.

Vacation – Vacation days are accrued, schedule as follows:

<u>Completed Years of Continuous Service</u>	<u>Vacation</u>
1 year	5 days
2 years	10 days
7 years	15 days
12 years	20 days
20 years or more	25 days