

*Pay: Monthly*

**Basic Term Life Insurance** – An amount equal to the employee's annual salary is provided at no cost.

**Health Insurance** – All employees pay a monthly premium for their own coverage under any of the health plans. The premium amount is based on the employee's annual salary. The cost of dependent coverage varies by the health plan selected.

**Vision Insurance** – Employees and their dependents enrolled in any of the health plans are automatically provided this benefit at no cost.

**Dental Insurance** – Employees pay a monthly premium for their own and any dependent coverage under the Quality Care Dental Plan. The premium cost ranges from \$10.00/month for the employee to \$17.50/month for the employee with two or more dependents.

**Retirement Plan** – Offered through the State Universities Retirement System (SURS). The employee's contribution to the retirement plan – 8% of gross earnings – is automatically deducted from the paycheck. Contributions made to this plan are not subject to federal or state income taxes until funds are withdrawn following retirement. University of Illinois employees do not pay into Social Security.

**Disability Plan** – Disability benefits for University employees are provided through the State Universities Retirement System (SURS) at no additional cost.

#### **Paid Time Off**

##### *University Holidays*

The University recognizes 11 holidays for all employees, including:

- New Year's Day
- Martin Luther King, Jr.'s Birthday (President-delegated)
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Two additional days are determined by the President of the University. Eligible employees also receive two floating holidays, which can be used at any time of the year, with the approval of the unit or department.

##### *Vacation Leave*

Academic employees receive 2 days per month at the percentage of their appointment, starting with the first full month of employment. Part-time employees receive a prorated share. A maximum accumulation of 48 days may be carried over from one appointment year to the next.

##### *Sick Leave*

Academic employees earn 12 cumulative and 13 non-cumulative sick leave days per appointment year. Part-time appointments receive a pro-rated share. In the case of an appointment for less than a full appointment year, the 12 days cumulative and the 13 days non-cumulative leave shall be prorated. There is no limit on accrual of sick leave.

#### **Tuition and Fee Waivers**

##### *Employee*

Academic employees are eligible for a tuition and service fee waiver if they hold an appointment of 25 percent or more of full-time service for not less than three-fourths of a term. Academic employees can receive a tuition waiver and fee exemption from any of the University of Illinois campuses (UIC, UIS, or UIUC). There is no set limit on the number of units of credit that may be taken by academic employees.

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*Child of Employee*

For children of current employees with at least seven years of service, a 50% tuition waiver may be available for up to four years at an Illinois state institution of higher education, depending on employee's length of service and appointment status.

**ADDITIONAL BENEFITS**

- Accidental Death and Dismemberment (AD&D) Insurance
- Additional Term Life Insurance, including spouse and/or child coverage.
- Adoption Assistance
- Employee Assistance Programs
- Flexible Spending Accounts
- Long Term Care Insurance
- Smoking Cessation
- Supplemental Long Term Disability
- Supplemental Retirement Plans
  - o University's 403(b) Tax Deferred Retirement Plan
  - o State of Illinois 457 Deferred Compensation Program
- U.S. Savings Bonds