

Pay: Bi-Weekly

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 Contributions made to this plan are not subject to federal or state income taxes until funds are withdrawn following retirement.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

Exempt Civil Service employees earn 25-28 days of vacation leave per year, depending on length of service. Non-exempt Civil Service employees accrue 12-25 vacation days per year, based on length of service. Employees may accumulate an amount of leave equal to that earned in two service years at the employee's current earnings rate, but upon reaching this accumulation will cease to earn leave except when the accumulation is reduced.

Sick Leave

Civil Service employees accrue sick leave without limit at the rate of .0462 hours for each hour, exclusive of overtime, that the employee is in pay status (approximately 12 days per year for full-time status).

Tuition and Fee Waivers

Employee

Civil Service employees are eligible for a tuition waiver at any University of Illinois campus as well as other Illinois state institutions of higher education. An employee on a 100 percent time appointment is eligible to receive a waiver for a maximum of 11 credit hours per semester at the University of Illinois or 6 credit hours per semester at any other state institution. Part-time employees are also eligible for this benefit, but at a reduced number of credit hours.

Pay: Bi-Weekly

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