

COMMISSION EMPLOYEE BENEFIT PROGRAM

Description of Benefit and Effective Date

United Health of the River Valley Health Insurance (Rock Island County Employees Health Benefit Plan) and \$10,000 Term Life** -

Effective first of the month following 60 days employment. (Rates below are with Wellness Discount, rates are \$100.00 higher per month for the employee without the Wellness Discount.)

	<u>Base Plan</u>	<u>Option 1</u>
Employee:	\$82.90/month employee \$584.30/month Bi-State	\$44.50/month employee \$584.30/month Bi-State
Employee + 1:	\$186.50/month employee \$1,537.40/month Bi-State	\$87.00/month employee \$1,537.40/month Bi-State
Employee + 2:	\$245.90/month employee \$1,478.00/month Bi-State	\$146.40/month employee \$1,478.00/month Bi-State
Family:	\$290.00/month employee \$1,433.90/month Bi-State	\$190.70/month employee \$1,443.70/month Bi-State

Dental Insurance - Delta Dental (Employee Paid)

	<u>Plan 1</u>	<u>Plan 2</u>
Single:	\$33.30/month	\$27.70/month
2 Party:	\$65.70/month	\$52.40/month
Family:	\$112.90/month	\$79.50/month

Vision Insurance - United Health (Employee Paid)

Single:	\$6.98/month
Employee + 1:	\$13.08/month
Family:	\$20.18/month

Long Term Disability (Principal Financial Group) & Life Insurance at 3 Times Annual Salary** -

Effective first of month following one month employment. Qualifying period for disability insurance is six consecutive months. 60% of monthly compensation to a maximum of \$2,000 less any eligible benefits under Federal Social Security Act.

Premium Based On Salary

Pension Program (Principal Financial Group) - Effective first of month following three months **REGULAR not TEMPORARY** employment. **MANDATORY** employee contributions are tax deferred.

9% of Gross Earnings Paid by Commission
4.5% of Gross Earnings Paid by Employee

457 Plan (ICMA) - Effective immediately. Employee contributions are tax deferred.

Paid by Employee

Social Security & Medicare - Employer's Share - All employees are covered upon hire.

Commission & Employee each pay 6.2% & 1.45% of Gross Earnings

Employee Assistance Program (EAP) - Provides confidential counseling, evaluation, and referral, if necessary, for personal or work-related problems to employee, spouse, or dependents.

Vacation - Earned at the following rate:

Years	Days Per Year	Years	Days Per Year	Years	Days Per Year	Years	Days Per Year
0-1	15	5	20	10	22.5	15	25
1	16	6	20.5	11	23		
2	17	7	21	12	23.5		
3	18	8	21.5	13	24		
4	19	9	22	14	24.5		

Holidays - 11 Per Year (8 hours per holiday F.T.):

New Years Day	Labor Day
1 Day in lieu of Martin Luther King, Lincoln, Washington's Birthdays and Juneteenth	Veterans Day
Good Friday	Thanksgiving
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Day
	1 Additional Day at Christmas/ New Years (designated by ED)

Sick Leave - 8 hours per month to maximum of 1,040 hours (130 working days) available for sick purposes. 60% of pay provided beyond the period for which sick leave has been accrued to maximum of 6 months with doctor's excuse and any other information required by Executive Director.

Bereavement Leave – When a death occurs in an employee's immediate family (as described below), the employee shall be granted a paid leave of absence for up to five consecutive workdays to attend the funeral, make funeral arrangements, or conduct related family business. Immediate family members are described as an employee's spouse, parents, or children (including step-family and in-laws). Employees may take up to three consecutive workdays to attend the funeral of extended family members. Extended family members are described as grandparents, grand-children, or siblings (including step-family and in-laws). Employees may take sick, vacation, or comp time accrued for other funerals.

Education Reimbursement - 50% of expenses for tuition and fees at eligible institutions. Course must be job related, approved by Executive Director in advance, and completed with passing grade.

Moving Expense - Up to maximum of \$500 plus mileage for one-way relocation trip at the current IRS allowable rate for salaried employees relocating into Bi-State region. An employee who voluntarily terminates or is terminated for cause within 12 months of employment date will reimburse the Commission for all expenses paid in connection with the original move.

Managed Work Week - Employees pre-select daily schedule for 40-hour work week between the hours of 6:00 a.m. and 8:00 p.m., Monday through Friday, including a required lunch period of at least 20 minutes in duration. The work day may not exceed 14.0 hours except on occasions of approved meetings, field work, or training requiring the extension of working hours. In addition, staff may work up to 5 hours on Saturday and Sunday.

Bi-State qualifies as a public service agency for the public service loan forgiveness program for those who have ten years or more work in public service.