



WINNEBAGO COUNTY

— ILLINOIS —

2025 WINNEBAGO COUNTY BENEFITS Full Time Employees Only

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| VACATION ACCRUALS | 6 months 1 yr – 7 yrs 7 yrs – 15 yrs 15 yrs – 25 yrs 25 yrs and over | 1 week 2 weeks 3 weeks 4 weeks 5 weeks | After six months |
| SICK ACCRUALS | Earn one day per month for employees personal illness . Upon retirement, may be converted to pension credit. | | After 90 Days |
| PERSONAL DAYS | January 1, One personal day granted if employed full-time more than six months Anniversary date, one day granted if accumulated sick balance is 96 hours. Two days granted if accumulated sick balance is 192 hours. (Refer to your contract for information on conversion) (Must be used within one year of accrual) | | After six months |
| HOLIDAYS | New Year's Day Martin Luther King's Birthday President's Day Memorial Day Juneteenth Day Independence Day Labor Day Columbus Day/Indegenous Peoples Day Veteran's Day Thanksgiving Day and the day after Christmas Eve and Christmas Day | | Immediate |
| TUITION REIMBURSEMENT | \$350 per fiscal year \$550 – Merited Deputies | | After 90 Days |
| PARKING PASS OR PARKING REIMBURSEMENT | Courthouse, Adult/Juvenile Probation and Administration Building | | Immediate |
| IMRF – BENEFITS (Illinois Municipal Retirement Fund) | | | 1-800-ASK-IMRF |
| PENSION | Mandatory Immediate Participation 4.5% pre-tax deduction from gross wages Sheriff's Deputies - 7.5% 1-800-ASK-IMRF / 1-800-275-4673 www.imrf.org | | Immediate |
| DISABILITY | After one year, 50% pay after 30 days disability | | After one year |
| DEATH BENEFIT | After one year of service & prior to vesting, one year's annual salary. After vesting, beneficiary may choose; (1) death benefit and account refund or (2) a survivor's pension. IMRF will review options with the beneficiary. | | After one year |
| OPTIONAL LIFE INSURANCE | \$16.00 per month covers member, spouse and eligible dependents | | May enroll immediately up to 90 days, or at open enrollment |

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| <p>GROUP HEALTH INSURANCE (includes dental coverage)</p> <p>REGULAR PLAN: CO-PAY/POS CO-PAY/POS</p> <p>BASIC PLAN: High Deductible PPO High Deductible PPO</p> <p>REGULAR PLAN WITH DISCOUNT: CO-PAY/POS CO-PAY/POS</p> | <p align="center">Premium per pay period</p> <p>Employee Only \$70.11 Employee + 1 \$142.49 Family \$176.74</p> <p>Employee Only \$32.80 Employee + 1 \$66.67 Family \$96.46</p> <p>Employee Only \$60.49 Employee + 1 \$119.41 Family \$153.66</p> | <p align="center">1st of the month following 30 days</p> |
| <p>FLEXIBLE SPENDING</p> | <p>Use pre-tax dollars to pay for qualified medical expenses and/or dependent care expenses. \$3,300 Healthcare Flex Account \$5,000 Dependent/Daycare Flex Account</p> | <p align="center">1st of the month following 30 days</p> |
| <p>LIFE INSURANCE AD & D</p> | <p>\$20,000 (No Cost to Employee)</p> | <p align="center">1st of the month following 30 days</p> |
| <p>EMPLOYEE ASSISTANCE PROGRAM (EAP)</p> | <p>Free and confidential counseling service for all employees and family members (Financial, family, legal and or substance abuse issues)</p> | |
| <p>VOLUNTARY LIFE INSURANCE</p> | <p>Option to purchase life insurance for employee, spouse and dependent children.</p> | <p align="center">1st of the month following 30 days</p> |
| <p>VOLUNTARY VISION</p> | <p>Single \$4.36 Family \$12.03</p> | <p align="center">1st of the month following 30 days</p> |
| <p>IDENTITY GUARD PROTECTION</p> | <p>Single \$5.38 Family \$9.93</p> | <p align="center">1st of the month following 30 days</p> |
| <p>DEFERRED COMP (457)</p> | <p>Optional - Ability to defer wages on a pre-tax basis retirement savings</p> | <p align="center">1st of the month following 30 days</p> |
| <p>AFLAC</p> | <p>Supplemental insurance for life, health and more.</p> | <p align="center">Immediate</p> |