SUMMARY OF BENEFITS*
VILLAGE OF LOMBARD

Holidays

10 Paid Holidays as follows:

New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, and One Spring Holiday (union contracts) or One Floating Holiday (floater available after 6 months)

Personal Days

Two days per calendar year **(available after 6 months of employment)**

Crisis Leave

Three days per calendar year

Fire and Public Works union employees receive Bereavement Leave under their contracts

Health & Welfare **(costs until 5/31/12)**

Medical Insurance Options:

- BlueCross/Blue Shield (PPO or Indemnity); 80/20 in-network & 60/40 **out-of-network & prescriptions** with contribution toward the premium of $29.15/pay period - single; $242.21/pay period – family; $200 deductible maximum up to 3 per family of $600. Plan year January 1 – December 31.
- Blue Cross/Blue Shield (PPO Blue Edge HCA); 90/10 in-network & 70/30 **out-of-network & prescriptions** with contribution toward the premium of $25.71/pay period – single; $144.74/pay period – family; $500 HCA Employer Contribution for Individual Coverage; $1,000 Maximum HCA Balance for Individual Coverage; $1,000 HCA Employer Contribution for Family Coverage; $2,000 HCA Employer Contribution for Family Coverage.
- Two Health Maintenance Organization Options:
- (HMO Illinois) with the following employee contribution toward the premium of $26.91/pay period – single; $149.03/pay period – family. (Blue Advantage) with the following employee contribution toward the premium of $16.93/pay period – single; $92.00/pay period – family. Plan year January 1 – December 31. Prescriptions: $10/$20/$35.

Dental Insurance (HumanaDental)

- With the following employee contribution toward Dental HMO premiums of $7.41/pay period – single; $16.68/pay period – family ($5.00 office visit also applies to the Dental HMO); PPO In/Out-of-Network – $15.96 single; $44.27 – family. *Plan year is from January 1 – December 31.*

Life Insurance (Mutual of Omaha)

- Provided by the Village of Lombard up to a maximum of $100,000 based on salary.
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*Some Public Works, Fire and Police personnel may have differences for some benefits per their occupations or union contracts.

Flexible Spending Account

Section 125 Program – 3 Sections

- Unreimbursed Health Claims (Discovery Benefits)
- Medical and Dental Insurance Premiums (In-house)
- Dependent Care (Discovery Benefits)

Pension **(IMRF, Fire, & Police)**

- IMRF, employee contributes 4.5% of salary and the Village of Lombard's contribution is actuarially determined by IMRF. The actual village contribution over the past 10 years has fluctuated between 6.14% and 11.07%. The plan vests after 8 years of service. Fire and Police data available on special sheets.

Deferred Compensation Plans 457 Plans with Loan Option

- ICMA Retirement Corporation
- Nationwide

Both options allow you to contribute up to a maximum deferred amount of $16,500 in 2011 with exceptions for those over age 50 who can contribute an additional $5,500 per year. Those within 3 years of normal retirement age may double their contributions if eligible to utilize a catch-up provision.

Employee Wellness Program

The CARE Program invites all employees to participate in a Quarterly program promoting total wellness—mind, body, and spirit. The focus is on fitness, nutrition, and personal wellness. Activities include special wellness events, quarterly incentives, and an Employee Health & Benefits Fair.

Tuition Reimbursement Plan

Available after one year of service, one course per term (up to a maximum of five terms per year at $550 per term, $687 per quarter, $1375 per semester not to exceed $2750 per year for tuition and books.

Sick Leave

3.69 hours, bi-weekly/12 days per year. Up to 24 hours during first 6 months as accrued. Thereafter up to maximum accrued.

Vacation Leave

New employees accrue 3.08 hours, bi-weekly/10 days per year. Available after 6 months of employment. Longer Service employees accrue additional vacation as service increases.

Additional Programs

Employee Assistance Program Du Page Credit Union Direct Deposit Family and Medical Leave (FMLA)
Charitable Service Hours Program Casual Dress Policy
COBRA - HIPAA