

Head Start Bargaining Unit Benefit Summary Full-Time/School Year Employees

Health Benefits (deducted twice monthly)

Premium rates: January 1, 2022 to December 31, 2022

Blue Cross Blue Shield 2000 PPO

Single	\$ 37.50
Employee + spouse	\$193.00
Employee + child(ren)	\$157.50
Family	\$595.00

Illinois Municipal Retirement Fund (IMRF)

County tax deferred retirement program. The employee contributes 4.5 % of their gross. IMRF also provides long-term disability and death benefits after one year of participation.

Term Life Insurance and Accidental Death and Dismemberment

Premium paid by County -- \$20,000 Basic Life and Accidental Death and Dismemberment

Vacation, Sick, Personal and Holiday Time

Vacation - In lieu of Vacation, school year employees are paid over the winter break when classes are not in session

	<u>0-4 years</u>	<u>5-9 years</u>	<u>10-15years</u>	<u>15-20 years</u>	<u>20-25 years</u>	<u>25+years</u>
Sick	10 days	10 days	10 days	12 days	12 days	12 days
	<u>0-1yrs</u>	<u>1-5yrs</u>	<u>6-14yrs</u>			
Personal	2 days	3 days	4 days			

In lieu of Vacation, school year employees are paid over the winter break when classes are not in session and earn one additional personal day.

Holidays 13 days (See contract for eligibility criteria)

Additional Options:

- Section 457 B Deferred compensation plan
- In addition to the above benefits, full year employees are offered the opportunity to participate in a variety of optional insurance programs.

Consult your AFSCME contract for more information.