



Summary of Benefits

Civil Service Employees

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.

Dental Insurance – Employees pay a monthly premium for their own and any dependent coverage under the Quality Care Dental Plan.

Sample Monthly Premium– Full time 100% employee with annual salary of \$30,000

Medical	Single	Emp & 1	Emp +2 or more
HealthAlliance HMO	\$68.00	\$181.00	\$227.00
Coventry HMO	\$68.00	\$179.00	\$224.00
Coventry OAP	\$68.00	\$179.00	\$224.00
HealthLink OAP	\$68.00	\$194.00	\$247.00
Quality Health Care	\$93.00	\$342.00	\$380.00
Dental	\$11.00	\$17.00	\$19.50

Vision Insurance – Employees and their dependents enrolled in any of the health plans are automatically provided this benefit at no cost.

Basic Term Life Insurance – An amount equal to the employee’s annual salary is provided at no cost.

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 Contributions made to this plan are not subject to federal or state income taxes until funds are withdrawn following retirement.

Disability Plan – Disability benefits for University employees are provided through the State Universities Retirement System (SURS) at no additional cost. Supplemental Long Term Disability benefits may also be selected.

Paid Time Off

University Holidays

The University recognizes 11 holidays for all employees, including:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Abraham Lincoln Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Two additional days are determined by the President of the University.

Vacation Leave

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 Eastern Illinois University campus as well as other Illinois state institutions of higher education. Upon successful completion of probationary period, an employee on a 100 percent time appointment is eligible to receive a waiver for a maximum of 6 credit hours per semester at any other state institution. Part-time employees may also be eligible for this benefit, but at a reduced number of credit hours.

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
- Smoking Cessation
- Supplemental Long Term Disability
- Supplemental Retirement Plans
- U.S. Savings Bonds

More information at [Civil Service Employee Benefits](#) or [State of Illinois benefits](#) [View negotiated contracts here](#)