

Benefit Comparison

Administrative & Professional

Civil Service Exempt

Sick Leave	Non-Cumulative 10 days (75 hours) per year Cumulative without Maximum 1.5 days (11.25 hours) per month	Non-Cumulative No Benefit Cumulative without Maximum 1 day (7.5 hours) per month
Vacation Leave	Accruals 2 days (15 hours) Maximum 48 days (360 hours)	Accruals 0-3 years = 2.084 days (15.63 hours) Maximum 50 days (375 hours) Accruals 3-6 years = 2.167 days (16.26 hours) Maximum 52 days (390 hours) Accruals 6-9 years = 2.250 days (16.88 hours) Maximum of 54 days (405 hours) Accruals 9 years & up = 2.334 days (17.51 hours) Maximum 56 days (420 hours)
Tuition Waivers	Employee Employee's may utilize tuition waiver only at EIU Dependents Eligible dependents may utilize 50% tuition waiver at any of the Illinois public universities with 7 years of public university service	Employee Employee's may utilize tuition waiver at any of the Illinois public universities Dependents Eligible dependents may utilize 50% tuition waiver at any of the Illinois public universities with 7 years of public university service
Employment	Employees serve the University at-will. Employment may be terminated at any time, subject to the terms of contract	Covered under the State Universities Civil Service System rules and regulations