

Village of Antioch Employee Benefits Summary Sheet

Paid Time Off

The Village recognizes paid time off during the year to provide employees with essential time for rest and relief so that they can perform the functions of their positions to the best of their ability. The Village offers eight (8) designated holidays, four (4) floating holidays, twelve (12) sick days per year, and vacation time which accrues and increases based on years of continuous service.

Leaves of Absence

The Village understands that employees may encounter special circumstances during which they can not report to work. Village employees are granted additional leave beyond that which is offered through paid time off in the cases of a birth or adoption of a child, the care of a sick spouse, child or parent, times of bereavement, jury duty, military duty, or other qualifying personal event.

Insurance

The Village offers its employees competitive health and dental insurance coverage, as well as a complimentary life insurance policy. Additional insurance plans such as life, accident, and cancer insurance are made available by the Village and can be purchased by the employee.

Deferred Compensation

The Village provides an option to employees to invest a portion of their present earnings in a deferred compensation plan. An employee may designate any amount to be withheld from their paycheck and invested. Under this arrangement, neither the deferred amount nor earnings on the investments are subject to current Federal income taxes until such time that the employee receives payment from the plan.

Pension

Village employees participate in one of the region's best pension plans: The Illinois Municipal Retirement Fund (IMRF). IMRF provides employees and their families income protection in the event of disability, retirement or death.

Tuition Reimbursement

The Village is committed to the career growth and development of its employees by enhancing their knowledge and skills through further training, education and membership. Reimbursement will be available for eligible employees enhancing their work-related education and skills.

Employee Assistance Program (EAP)

The EAP is a free and confidential service that offers professional counseling and referral services for a variety of reasons, such as: marital/family problems; job stress; emotional stress and/or depression; credit counseling; financial planning; child care problems; alcohol and/or drug dependencies; legal difficulties; psychological counseling.

The benefits listed apply to full time, permanent employees. These benefits may be available to part time or temporary employees on a pro-rated basis.