

The University of Illinois offers a comprehensive set of benefits to eligible employees, some of which are described below.

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

Health Insurance – All eligible 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.

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

Dental Insurance – Eligible employees pay a monthly premium for their own and any dependent coverage under the Quality Care Dental Plan. The premium cost ranges from \$11.00/month for the employee to \$19.50/month for the employee with two or more dependents. Eligible employees must be enrolled in a State health insurance plan to be eligible for dental insurance.

Retirement Plan – Offered through the State Universities Retirement System (SURS). Eligible employees contribute 8% of their gross earnings to the retirement plan, which is automatically deducted from their paycheck. Contributions made to this plan are not subject to federal or state income taxes until funds are withdrawn following retirement. University of Illinois employees who are eligible for SURS do not pay into Social Security.

Disability Plan – SURS-eligible employees are also covered under the SURS disability plan.

Paid Time Off (Leave) Benefits

University Holidays

The University recognizes 11 holidays, including:

- New Year's Day
- Martin Luther King, Jr.'s Birthday (President-delegated)
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Two additional days are determined by the President of the University. Eligible employees also receive two floating holidays, which can be used at any time of the year, with the approval of the unit or department.

Vacation Leave

Exempt Civil Service employees may earn up to 25-28 vacation days per year, based on length of service. 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 generally 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 in trainee, apprentice, learner, provisional, or status appointments who are on a 50 percent or greater appointment may be eligible for a tuition waiver at any University of Illinois campus as well as other Illinois state institutions of higher education. An employee on a 100 percent time appointment is eligible to receive a waiver for a maximum of 11 credit hours per semester at the University of Illinois or 6 credit hours per semester at any other state institution. Part-time employees are also eligible for this benefit, but at a reduced number of credit hours.

The value of graduate-level educational benefits exceeding \$5,250 in a calendar year is subject to employment taxes and must be reported as taxable wages on Form W-2. The value of undergraduate level tuition waivers for employees is not taxable.

Child of Employee

Employees who meet certain criteria, including being eligible for SURS and having seven years of qualifying service, may utilize a child of employee tuition waiver. The child of employee tuition waiver is a 50% tuition waiver that may be available for up to four years of undergraduate study at an Illinois state institution of higher education, depending on the employee's length of service and appointment status.

Other benefits that may be available to eligible employees include:

- 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
 - o University's Supplemental 403(b) Retirement Plan
 - o State of Illinois Deferred Compensation Plan (457 Plan)