

Southwest Suburban Sewer District Benefits Package

- This is a (closed shop) Union position (AFSCME, AFL-CIO) \$53.10/month
- State Retirement - PERS 2 (6.12% employee contribution & 11.18% Employer contribution) or PERS 3 (Minimum 5% employee contribution & 11.18% Employer)
- We offer Bereavement Leave, Maternity Leave, Jury Duty and Court Leave, Military Leave, Leaves of Absence, Disability Leave and Unpaid Leave are all covered by the Union Contract.
- The District pays for full medical, dental and vision for employee and their family. In addition, each employee is provided with a Medical Savings Account to which \$100.00/month is also paid by the District.
- \$75,000.00 Life Insurance is paid by the District. Additional coverage is provided at the employee's expense.
- Uniforms, boots, rain and safety gear are provided by the District. (For field employees.)
- Optional Deferred Compensation Plans – No Employer Contribution.
- Optional Insurance (Aflac) - No Employer Contribution.
- 12 Paid Holidays.
- Sick leave accrual is 8 hours per month = 96 hours per year.
- Longevity Incentive pay is received monthly on the following schedule:
 - After 5 years 0.75% of base pay rate
 - After 10 years 1.50% of base pay rate
 - After 15 years 2.25% of base pay rate
 - After 20 years 3.0% of base pay rate
- Annual Vacation Leave Accrual Schedule for Full-Time Employees.

<u>Length of Employment</u>	<u>Hours of Vacation</u>
Year One through Year Five	96 hours
Year six through Year Ten	144 hours
Year Eleven through Year Twelve	160 hours
Year Thirteen through Year Fifteen	176 hours
Year Sixteen through Year Twenty	200 hours
Year Twenty-one through Year Twenty-five	216 hours
Year Twenty-six or more	240 hours