

Southwest Suburban Sewer District Benefits Package

- This is a (closed shop) Union position (AFSCME, AFL-CIO) \$56.55/month
- State Retirement - PERS 2 (7.9% employee contribution & 12.86% Employer contribution) or PERS 3 (Minimum 5% employee contribution & 12.86% 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.
- \$85,000.00 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.
- 11 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 1% of base pay rate
 - After 10 years 2% of base pay rate
 - After 15 years 3% of base pay rate
 - After 20 years 4% 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	104 hours
Year six through Year Ten	152 hours
Year Eleven through Year Fifteen	184 hours
Year Sixteen through Year Twenty	208 hours
Year Twenty-one through Year Twenty-five	224 hours
Year Twenty-six or more	248 hours

