

City of Galesburg Employee Benefits

Health Insurance

The City of Galesburg has comprehensive medical plans with UMR. Employees may choose among three (3) plan design options: Plan 1 is a traditional PPO with a \$0 deductible, Plan 2 is a traditional PPO with a \$750/person and \$1500/family deductible, and Plan 3 is a High Deductible Health Plan with a Health Savings Account (HSA) component. All three plans include dental and vision insurance.

Vision Insurance

Vision insurance is provided by the group's health plan through UnitedHealthcare. Additionally, an optional plan is provided by VSP Vision Care.

Dental Insurance

Dental insurance is provided by the group's health plan through United Healthcare.

Life Insurance

Exempt and non-represented hourly employees are provided with a term life insurance benefit of \$240,000 total benefit.

Members of the Public Safety Employees' Organization (police) and IAFF (firefighters) are provided with term life insurance of \$10,000.

Flexible Spending Plan

Employees (if eligible) are able to enroll in a Flexible Spending Account for health expenditures and/or dependent care.

Health Savings Account

Employees (if eligible) are able to enroll in a Health Savings Account for health expenses.

Pension Programs

Employees who are not a Police Officer or Firefighter are enrolled in the Illinois Municipal Retirement Fund (IMRF) as a pension benefit. Retirement benefits are based on two factors: the years of service and each member's final rate of earnings as an IMRF member. This plan includes short and long-term disability and death benefits. Employees contribute 4.5% of earnings annually in addition to the employer's contribution. By state statute, sworn police officers and firefighters are eligible for pension programs administered by independent pension boards.

Deferred Compensation and Roth IRA Plans

The City offers two voluntary 457 retirement savings plans through MissionSquare Retirement and the National Public Pension Fund Association. Per IRS regulation, employees have the option of contributing a portion of their salary up to a predetermined dollar limit in effect for that year or 100% of gross salary, whichever is less. City employees also have the option of making Roth IRA contributions through payroll deduction.

Employee Assistance Program

The City's EAP is through Resource Management Services, which provides professional counseling services and specialty referral for City employees and dependents.

Wellness Incentive

All exempt, non-represented hourly, and AFSCME employees are eligible to receive a wellness bonus of either one day's pay or one personal day for completing a wellness physical and submitting the appropriate paperwork.

Police employees are eligible to receive a wellness bonus of one day's pay for completing a wellness physical and submitting the appropriate paperwork.

Holidays

All exempt, non-represented hourly and AFSCME employees receive eleven paid holidays per calendar year.

Sick Leave

All City employees earn sick leave at the rate of one day per month (i.e., twelve days per year).

Personal Days

All exempt, non-represented hourly and AFSCME employees receive four (4) paid personal days per calendar year.

Police receive three (3) paid personal days per calendar year.

Vacation Leave

All exempt and non-represented hourly employees accrue vacation based on the following:

- Years 1-5 - 80 hours per year
- Years 6-12 - 120 hours per year
- Years 13-19 - 160 hours per year
- Years 20-29 - 200 hours per year
- 30+ years - 240 hours per year

All AFSCME employees accrue vacation based on the following:

- Years 1-6 - 80 hours per year
- Years 7-13 - 120 hours per year
- Years 14-21 - 160 hours per year
- Years 22-27 - 200 hours per year
- 28+years - 240 hours per year

Police employees accrue vacation based on the following:

- Years 1-6 - 180 hours per year
- Years 7-13 - 216 hours per year
- Years 14-21 - 264 hours per year
- 22+ years - 300 hours per year

Combined Time Off

Fire employees accrue CTO based on the following:

- Years 1-6 - 262 hours per year
- Years 7-13 - 310 hours per year
- Years 14-21 - 358 hours per year
- 22+ years - 406 hours per year

Longevity

City employees will receive additional compensation in the form of a percentage increase of base pay upon achievement of years of service as follows:

Exempt and Non-Represented Hourly employees

- 5 years-2%
- 10 years-4%
- 15 years-6%
- 20 years-8%
- 25 years-10%
- 30 years-12%

AFSCME employees

- 10 years-2%
- 15 years-4%
- 20 years-6%
- 25 years-8%
- 30 years-12%

Police

- 10 years-4%
- 15 years-6%
- 20 years-8%
- 25 years-10%

Firefighters

- 5 years-2%
- 10 years-4%
- 15 years-6%
- 20 years-8%
- 25 years-10%
- 30 years-12%