

Clay County Health Department

Better Care, Better Health, Better Living

Benefits as of July 1, 2024

Holidays	<ul style="list-style-type: none"> • FT employees eligible immediately • 11 days per year, New Year’s Day, President’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, The day after Thanksgiving, Christmas Eve, Christmas Day • PT employees will receive holiday pay on a pro-rata basis
Vacation/Paid Leave	<ul style="list-style-type: none"> • FT employees accrue approximately 13 days per year in years 1 – 4, 18 days in years 5 – 14, 23 days for years 15-19, 28 days for 20 years of service or more. Vacation time is accrued per hour paid. • PT employees will accrue paid leave on a pro-rata basis
Sick Leave	<ul style="list-style-type: none"> • FT employees accrue 1 day per month to a 240 day maximum. Sick time is accrued per hour paid. • May use accrued sick time after 90 days • PT employees will accrue sick leave on a pro-rata basis
Retention Incentive Policy	<ul style="list-style-type: none"> • FY2024 amount is \$0.50 per paid hour • Paid at the end of each quarter to qualifying staff
Illinois Municipal Retirement Fund	<ul style="list-style-type: none"> • Employees working 20 or more hours per week will contribute 4.5% per pay. • Ten-year vestiture in retirement program. • Death benefit equal to one year’s salary plus employee’s contributions. • Disability benefit equal to 50% of regular pay after 1 year of service. • Voluntary IMRF – Voluntary additional contribution up to a maximum of 10%
Nationwide 457 (b) Deferred Comp	<ul style="list-style-type: none"> • Any governmental employee • Can enroll anytime
Health Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of month following a 30 day waiting period • BlueCross BlueShield • \$101.56 per pay for employee (x 24 pays per year) • \$3000 deductible In-Network, \$500 per family HRA account available. • Single w/Child(ren) - Single w/Spouse - Family plans are available

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Dental Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of the month following a 30-day waiting period • \$1.50 per pay for employee (x 24 pays per year) • 100% coverage for check-ups, 80% minor restorative care, 50% major restorative care • Family members may be added at cost
Vision Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of the month following a 30 day waiting period • \$3.10 per pay for employee (x 24 pays per year) • \$50 annual employee deductible
Life Insurance	<ul style="list-style-type: none"> • Available to FT employees only • \$25,000 FREE coverage to employee • Additional insurance may be purchased at cost.
Accident Insurance	<ul style="list-style-type: none"> • Available to FT employees at cost
Cancer Insurance	<ul style="list-style-type: none"> • Available to FT employees at cost.
Tuition Reimbursement	<ul style="list-style-type: none"> • Reimbursement is available upon successful completion of approved courses.
Mileage Reimbursement	<ul style="list-style-type: none"> • Will reimburse IRS mileage rate (Currently - \$0.67) for each mile of work related travel while on duty.
Expense Reimbursement	<ul style="list-style-type: none"> • Meals, travel, and lodging for business travel are reimbursed to the employee or may be charged to a company credit card. Meal limits apply. Receipts are required.
Cell Phone	<ul style="list-style-type: none"> • Home visitors and Emergency Preparedness staff will have the option of choosing between a health department provided phone or receiving a stipend for using their personal cell phone.

* This is not intended to be all inclusive or to supersede those benefits outlined in the Personnel Policies and Procedures Manual. For specific questions, contact Stacy Ray, HR Coordinator at 662-4406 ext 2155.