

# Clay County Health Department

*BETTER CARE, BETTER HEALTH, BETTER LIVING*

Benefits Currently in Effect as of October 28, 2025	
<b>Holidays</b>	<ul style="list-style-type: none"> <li>• 14 days per year: New Year's Day, Martin Luther King Jr Birthday, President's Day, Good Friday, Memorial Day, Juneteenth Independence Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day</li> <li>• Eligible employees, effective immediately</li> <li>• Employees who work at least 20 or more hours per week; but less than 40 hours per week will receive holiday pay on a pro-rata basis</li> </ul>
<b>Vacation</b>	<ul style="list-style-type: none"> <li>• Employees who work at least 20 or more hours per week will accrue 0.0500000 per paid hour immediately upon hire; 0.0692307 per paid hour upon 4<sup>th</sup> anniversary; 0.088462 per hour upon 9<sup>th</sup> anniversary; 0.1076920 per paid hour upon 19<sup>th</sup> anniversary.</li> <li>• Effective immediately</li> </ul>
<b>Paid Leave for All</b>	<ul style="list-style-type: none"> <li>• Employees working 19 hours a week or less</li> <li>• Accrual rate of 0.0250000 per paid hour.</li> <li>• Effective immediately</li> </ul>
<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>• Employees accrue at a rate of 0.046154 per paid hour to 1,920 hours maximum.</li> <li>• Eligible employees, effective immediately</li> </ul>
<b>Retention Incentive Policy</b>	<ul style="list-style-type: none"> <li>• FY2025 amount is \$0.50 per paid hour</li> <li>• Paid at the end of each quarter to qualifying staff</li> </ul>
<b>Illinois Municipal Retirement Fund</b>	<ul style="list-style-type: none"> <li>• Employees working 20 or more hours per week will contribute 4.5% per pay.</li> <li>• Ten-year vestiture in retirement program.</li> <li>• Death benefit equal to one year's salary plus employee's contributions.</li> <li>• Disability benefits equal to 50% of regular pay after 1 year of service.</li> <li>• Voluntary IMRF – Voluntary additional contribution up to a maximum of 10%</li> </ul>
<b>Nationwide 457 (b) Deferred Comp</b>	<ul style="list-style-type: none"> <li>• Any governmental employee</li> <li>• Can enroll anytime</li> </ul>

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<b>Health Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees only</li> <li>• Effective first of month following a 30-day waiting period</li> <li>• BlueCross BlueShield</li> <li>• \$113.49 per pay for employee (x 24 pays per year)</li> <li>• \$3500 deductible In-Network, \$500 per family member HRA account available.</li> <li>• Single w/Child(ren) - Single w/Spouse - Family plans are available</li> </ul>
<b>Dental Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees only</li> <li>• Effective first of the month following a 30-day waiting period</li> <li>• \$1.50 per pay for employee (x 24 pays per year)</li> <li>• 100% coverage for check-ups, 80% minor restorative care, 50% major restorative care</li> <li>• Family members may be added at cost</li> </ul>
<b>Vision Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees only</li> <li>• Effective first of the month following a 30-day waiting period</li> <li>• \$3.19 per pay for employee (x 24 pays per year)</li> <li>• \$50 annual employee deductible</li> </ul>
<b>Life Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees only</li> <li>• \$25,000 FREE coverage to employee</li> <li>• Additional insurance may be purchased at cost.</li> </ul>
<b>Accident Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees at cost</li> </ul>
<b>Cancer Insurance</b>	<ul style="list-style-type: none"> <li>• Available to FT employees at cost.</li> </ul>
<b>Tuition Reimbursement</b>	<ul style="list-style-type: none"> <li>• Reimbursement is available upon successful completion of approved courses.</li> </ul>
<b>Mileage Reimbursement</b>	<ul style="list-style-type: none"> <li>• Will reimburse IRS mileage rate (Currently - \$0.70) for each mile of work-related travel while on duty.</li> </ul>
<b>Expense Reimbursement</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<b>Cell Phone</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

\*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, in Human Resources at 662-4406 ext 2155.