

EAST NILES COMMUNITY SERVICES DISTRICT EMPLOYEE BENEFITS

GROUP INSURANCE BENEFITS

Full-time Exempt and Non-Exempt employees are eligible for participation in the group insurance plan on the first of the month following completion of 60 days of service. While the District provides group insurance, an employee may be required to pay a portion of the group insurance for health, dental, and vision. The percentage of the cost of the group insurance plans to be paid by the employees is determined by the Board of Directors of the East Niles Community Services District on an annual basis. The cost of employee coverage for life insurance is also paid for by the District; however, if an employee wishes to have life insurance for their dependents, the premiums for same must be paid by the employee, through payroll deduction.

CAFETERIA PLAN

As provided by Section 125 of the IRS code, the District provides a Cafeteria Plan for Exempt and Non-Exempt employees, upon completion of 60 days of service. This flexible spending account allows an employee to pay many expenses, with pre-tax dollars, such as long-term disability and cancer insurance premiums. Eligible employees may contribute up to 25% of their salary to this account, from their paycheck before taxes are taken out, increasing take-home pay.

VACATION BENEFITS

Vacation benefits are provided to regular, full-time Exempt and Non-Exempt employees for their rest and relaxation. These employees begin to earn vacation benefits, as follows:

YEARS OF EMPLOYMENT	MONTHLY ACCRUAL RATE
Completion of six months of service through 5th anniversary date	6.67 hours/month (10 days/year)
5th anniversary date through 12th anniversary date	10.00 hours/month (15 days/year)
12th anniversary date and forward	13.33 hours/month (20 days/year)

HOLIDAY BENEFITS

All full-time employees will receive holiday benefits at their normal hourly rate for the following holidays below:

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	The Day after Thanksgiving

Christmas Eve (one-half day)	December 24
Christmas Day	December 25
New Year's Eve (one-half day)	December 31

SICK LEAVE BENEFITS

The District provides full-time Exempt and Non-Exempt employees with eight (8) hours of sick leave benefits per month, upon hire.

457 DEFERRED COMPENSATION PLAN

The District offers a 457 Deferred Compensation Plan to all full-time employees. The terms and conditions of the 457 Deferred Compensation Plan are controlled by the Plan Document. Employees shall contact the General Manager for more information regarding this Plan.

PENSION PLAN

The District provides a Pension Plan for each employee. This plan provides for each employee to be covered on the anniversary date of the plan year (July 1 or January 1, whichever is the first day of the seventh month of the Plan year), provided they have completed at least six months of service and have attained 21 years of age. Thereafter, interest in the funding (vested interest) will be as noted below. At the conclusion of six years an employee will be 100% vested and all funds deposited on their behalf by the District, plus any interest earned will belong to an employee.

The District places 9% of an employee's monthly base pay into this Money Purchase Pension Plan each month. Employees contribute nothing to the plan. These funds are not taxable when deposited, but employees will be required to pay both State and Federal Income Tax when the funds are withdrawn.

After the first year of employment with the District an employee will receive a copy of the pension plan, annual updates on the growth of the plan and the investment in the plan.

VESTING SCHEDULE	
Less than 1 year	0%
1 year	10%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%