

SUMMARY OF POLICE OFFICER BENEFITS*

VILLAGE OF LOMBARD

June 2014

Holidays

10 Paid Holidays as follows:

New Year's Day, Martin Luther King Day, Spring Holiday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day.

Personal Days

Two days per calendar year (available after 1 year of service)

Safe Driving Days

With 3-4 years of safe driving – awarded 1 day off per year

Crisis Leave

24 hours per calendar year

- Death of immediate family member
- Hospital admittance of immediate family member

Health & Welfare (costs until 12/31/14)

Medical Insurance Options:

- BlueCross/Blue Shield (PPO or Indemnity); 80/20 in-network & 60/40 out-of-network & prescriptions with contribution toward the premium of \$34.53/pay period - single; \$295.71/pay period – family; \$200 deductible maximum up to 3 per family of \$600. Plan year January 1 – December 31.
- Blue Cross/Blue Shield (PPO Blue Edge HCA); 90/10 in-network & 70/30 out-of-network & prescriptions with contribution toward the premium of \$30.46/pay period – single; \$191.94/pay period – family; \$500 HCA Employer Contribution for Individual Coverage; \$1,000 Maximum HCA Balance for Individual Coverage; \$1,000 HCA Employer Contribution for Family Coverage; \$2,000 HCA Employer Contribution for Family Coverage.
- Two Health Maintenance Organization Options:
- Blue Advantage HMO with the following employee contribution toward the premium of \$21.10/pay period – single; \$149.41/pay period – family. Plan year January 1 – December 31. Prescriptions: \$10/\$20/\$35.

Dental Insurance (HumanaDental)

- With the following employee contribution toward Dental HMO premiums of \$7.63/pay period – single; \$16.44/pay period – family (\$5.00 office visit also applies to the Dental HMO); PPO In/Out-of-Network – \$15.96 single; \$44.27 – family. Plan year is from January 1 – December 31.
- Life Insurance (Mutual of Omaha)
- Provided by the Village of Lombard up to a maximum of \$100,000 based on salary.

Flexible Spending Account

Section 125 Program – 3 Sections

- Unreimbursed Health Claims (Discovery Benefits)
- Medical and Dental Insurance Premiums (In-house)
- Dependent Care (Discovery Benefits)

Clothing Allowance

- Fully paid initial issue
- \$650/ per year thereafter

Wages

June 1, 2014- May 31, 2015

Step 1	\$62,470
Step 2	\$65,593
Step 3	\$68,943
Step 4	\$72,314
Step 5	\$75,927
Step 6	\$79,726
Step 7	\$88,021

Specialty Pay

\$450 annually for being; range officer, certified breath operator, certified defensive tactics instructor, or accident reconstructionist. In addition, field training officers receive \$400 annually. An FTO may earn both FTO specialty pay and pay for a single specialty assignment described in this paragraph, for a maximum annual total of \$850.

Pension

- The Downstate Police Pension plan, employee contributes 9.91% of salary. The plan vests after 8 years of service.

Deferred Compensation (457) Plans with Loan Option

- ICMA Retirement Corporation
- Nationwide

Both options allow you to contribute up to a maximum deferred amount of \$17,500 in 2013 with exceptions for those over age 50 who can contribute an additional \$5,500 per year. Those within 3 years of normal retirement age may double their contributions if eligible to utilize a catch-up provision.

Employee Wellness Program

The CARE Program invites all employees to participate in a Quarterly program promoting total wellness—mind, body, and spirit. The focus is on fitness, nutrition, and personal wellness. Activities include special wellness events, quarterly incentives, and an Employee Health & Benefits Fair.

Tuition Reimbursement Plan

Available after one year of service not to exceed \$2750 per fiscal year for tuition and books.

Sick Leave

3.69 hours, bi-weekly/96 hours per year.

Available after 6 months of employment. Thereafter up to maximum accrued.

Vacation Leave

New employees accrue 3.08 hours, bi-weekly/80 hours per year.

Available after 6 months of employment.

1-4 years of service	80 hours
5-8 years of service	120 hours
9-17 years of service	160 hours
18 + years	200 hours

Police Union (optional)

- Fraternal Order of Police- Lodge 270

Additional Programs

Employee Assistance Program
Credit Union
Direct Deposit
Family and Medical Leave (FMLA)
COBRA – HIPAA
DuPage County Police Association
Illinois Police Association
Retirement Health Savings Account (1% gross deduction; pretax)
Roth IRA

Severance Pay Upon Retirement

10-14 years of service	-4 weeks pay
15-19 years of service	-7 weeks pay
20 + years of service	-9 weeks pay

*Benefits subject to change by updates to the union contract and the Village of Lombard Personnel Manual.

*Benefits listed are not a guarantee.