



Effingham County Health Department



Benefits Currently in Effect as of November 1, 2025

Holidays	<ul style="list-style-type: none"> • 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 • Eligible employees, effective immediately • 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
Vacation	<ul style="list-style-type: none"> • 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 4th anniversary; 0.088462 per hour upon 9th anniversary; 0.1076920 per paid hour upon 19th anniversary. • Effective immediately
Paid Leave for All	<ul style="list-style-type: none"> • Employees working 19 hours a week or less • Accrual rate of 0.0250000 per paid hour. • Effective immediately
Sick Leave	<ul style="list-style-type: none"> • Employees accrue at a rate of 0.046154 per paid hour to 1,920 hours maximum • Eligible employees, effective immediately
Bereavement	<ul style="list-style-type: none"> • FT employees may be granted up to 4 days funeral leave after initial benefit eligibility period.
Retention Incentive Policy	<ul style="list-style-type: none"> • FY2026 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 benefits equal to 50% of regular pay after 1 year of service. • Voluntary IMRF – Voluntary additional contribution up to a maximum of 10%



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Health Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of month following a 30-day waiting period • Hope Trust • No cost for employee only coverage for the HOPE4000 (HSA) plan. • HOPE 1500 (Traditional) plan is \$111.00 per pay period for employee only coverage. • Spouse, Children and Family plans are available
Dental Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of month following a 30-day waiting period • Delta Dental • \$11.86 per pay period for employee only coverage • Spouse, Children and Family plans are available
Vision Insurance	<ul style="list-style-type: none"> • Available to FT employees only • Effective first of month following a 30-day waiting period • Mutual of Omaha • \$3.01 per pay period for employee only coverage
Life Insurance	<ul style="list-style-type: none"> • Available to FT employees at cost
Accident/ Disability/ Cancer Insurance	<ul style="list-style-type: none"> • Available to FT employees at cost
Mileage Reimbursement	<ul style="list-style-type: none"> • Will reimburse IRS mileage rate (Currently - \$0.70) 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"> • A business cell phone will be provided for select staff members.

*This is not intended to be all inclusive or to supersede benefits outlined in the Personnel Policies and Procedures Manual. Please refer to the manual for any restrictions. For specific questions contact the Administrator.