



The Illinois Division  
of Specialized Care  
for Children

Serving Children  
with Special  
Health Care Needs

# DSCC HUMAN RESOURCES

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## Summary of Benefits - Exempt Staff

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This summary is based on 100% appointments and is for informational purposes only. Policies, procedures and benefits are reviewed from time to time. Thus, any policy, procedure, or benefit outlined in this summary may be modified, increased, or decreased at any time.

### **Accommodations**

If, as a result of a disability, accommodations are required please contact the Office of Human Resources at 1-800-322-3722 (Voice/TDD)

### **Credit Union**

Members of Credit Union 1 in Chicago, Springfield, and the University of Illinois Employees Credit Union (UIECU) allow for participation through payroll deduction. Visit UIECU at [www.uiecu.org](http://www.uiecu.org).

### **Dependent Care Assistance Program**

Permits employees to pay for eligible dependent care expenses with tax-free dollars.

### **Educational Opportunities**

Employees are eligible for tuition waivers at various State universities or employees may receive reimbursement for work related courses when tuition waivers are not available. Employees' children may be eligible for 50% tuition waiver for undergraduate education at University of Illinois campuses and various State universities - employee must have been employed at one of the eligible State universities at least 7 years and child must meet certain age and academic requirements.

### **Holidays**

Labor Day	New Year's Day
Thanksgiving Day	Martin Luther King Day
Day After Thanksgiving Day	Memorial Day
Christmas Day	Independence Day
Day After Christmas Day	

Plus, **floating holiday(s)** granted from July 1 through June 30.

### **Insurances**

- **Health Care** - Selection of a conventional health insurance plan administered by UNICARE, Point of Service (combines features of HMOs and conventional health plan) or one of the Health Maintenance Organizations (HMO).
- **Dental Plan** - Two dental options available to employees and dependents if enrolled in one of the health insurance plans.
- **Vision Service Plan** - Free to eligible employees and their dependents enrolled in any one of the State of Illinois health insurance plans. Assists with the costs of caring for your vision. The benefits provided by Vision Service Plan can be viewed at [www.vsp.com](http://www.vsp.com).
- **Life Insurance** - Provided automatically at no cost to full-time employees currently equal to their annual salary. Plus, additional optional life insurances available.
- **Optional Personal Accident Insurances (AD & D)** - available for employee and family.
- **Long Term Disability Insurance** - Optional program available to employee who is a participant in the State Universities Retirement System.



For general benefits information, visit the University of Illinois' website at <http://www.uic.edu/benefits/>.

### **Leaves**

- **Funeral Leave, Jury Duty, Military Leave** available.
- **Sick Leave** - Amounts to approximately 12 sick days a year, and accumulation may accrue indefinitely.
- **Vacation** - Exempt employee with 0-3 years of service earns approximately 25 days in 1 year. The amount earned increases with service. Maximum accrual is equal to that earned in 2 service years. Upon termination of employment accrued vacation leave is paid to employees.

### **Medical Care Assistance Program**

Permits employees to pay for eligible medical care expenses with tax free dollars.

### **Medicare**

University does not participate in Social Security. However, individuals employed after 04/01/86, are required to pay 1.45% of the first \$125,000 of gross compensation as a Medicare premium. Payment of this tax is obligatory and entitles individuals to participate in the Medicare Insurance Program after 40 quarters of covered employment.

### **Prior Service**

Additional service credit may be granted for the purpose of increasing vacation/personal leave if previously employed by State of Illinois or an institution under the State Universities Civil Service System.

### **Savings Bonds**

Available through a payroll deduction plan.

### **State Universities Retirement System (SURS)**

Must participate in the State Universities Retirement System, upon employment. Have a choice of 3 plans under SURS. Contribute 8% of salary, which is tax-sheltered; money taxed when withdrawn. Employees have the opportunity to enroll in the SURS Self-Managed Plan; SURS Portable Benefit Package; SURS Traditional Benefit Package. Visit their website at <http://www.surs.com> for further information.

### **Tax-Deferred Investments**

Optional plans which permit employees to direct part of their pay before it is taxed to investments that provide income (and are taxed) at a later date. Participation is by payroll reduction only.

### **Travel Discounts**

Adventureland, Disneyland/Disneyworld, Sea World/Busch Garden Theme Parks, Six Flags St. Louis/ Great America, Universal Studios, and Wisconsin Dells.

### **Workweek**

Monday - Friday (37.5 hours/week)  
8:00 AM - 4:30 PM (7.5 hours/day)

### **Nondiscrimination Statement**

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

It is the policy of the University of Illinois not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or a veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders, and regulations. The nondiscrimination policy applies to admissions, employment, access to and treatment in the University program and activities. Complaints of invidious discrimination prohibited by University policy are to be resolved within existing University procedures.

For additional information or assistance on the equal opportunity, affirmative action and harassment policies and procedures of the University of Illinois at Chicago, please contact:

Patricia A. Gill, Associate Chancellor (Title IX, ADA and 504 Coordinator)  
717 Marshfield Building (M/C 602)  
809 Marshfield Avenue  
Chicago, Illinois 60612-7207 Telephone: (312)996-8670.

For further information regarding DSCC and the University of Illinois at Chicago, visit our websites at <http://www.uic.edu/hsc/dsc>, <http://www.uic.edu/>, or <http://www.hr.uic.edu/>.