

## Summary of Benefits

SouthCom offers a broad range of competitive benefits to full-time employees and their dependents including comprehensive healthcare coverage and a defined-benefit pension plan. A summary of those benefits are detailed.

### **Medical**

SouthCom provides basic medical and hospitalization coverage under various plan(s) or program(s) selected by the Village of Matteson. SouthCom contributes toward premium costs for such insurance based on the coverage selected by the employee.

### **Dental**

SouthCom shall continue to make available dental insurance at group rates paid for by the employee.

### **Eyewear/Eye Exam**

Each employee is reimbursed for annual eye exams and/or eyewear purchases up to \$250.00/year.

### **Life Insurance**

Employees are eligible for life insurance equal to their annual salary up to the maximum allowable under IRS regulations.

### **Vacation**

Vacation eligibility and rates of accrual are based on the employees length of service. Employees with less than 5 years (80 hours), more than 5 but less than 10 years (120 hours), more than 9 but less than 20 years (160 hours) and 20 years or more (200 hours).

### **Sick Leave**

Twenty-four hours of sick leave are given to each employee beginning on the 1<sup>st</sup> of each fiscal year and then one additional day is earned for each month worked up to a total of ninety-six hours.

### **Personal Days**

SouthCom provides employees three personal days (twenty-four hours) per year.

### **Holidays**

SouthCom recognizes nine holidays per year. Holidays can be paid or used as additional time off.

### **Retirement**

All full-time members of SouthCom must be members of the Illinois Municipal Retirement Fund (IMRF).

### **457 Plan**

SouthCom offers through the Village of Matteson optional tax advantaged deferred-compensation plans from ICMA.

### **Flexible Benefits Plan/IRS 125**

This plan permits employees to pay qualified medical and dependent care expenses using pre-tax dollars.

### **Credit Union**

Each employee may opt to participate in an automatic payroll deduction credit union savings plan.

**Employee Assistance Program**

SouthCom offers an Employee Assistance Program (EAP) to afford employees counseling and referral services. The EAP provider, Employee Resource Systems, provides confidential services to employees and their families to aid in coping with difficulties that may arise both at work and home. The goal of the program is to help our employees achieve better emotional and physical wellbeing through professional and confidential counseling services.