



City of Geneva Benefits Summary

Medical	Dental	Vision
BCBS BA HMO w/Prescription Deductible \$0	BCBS Blue Care Dental HMO	VSP Vision
BCBS PPO w/Prescription Deductible: \$500 Individual/\$1500 family	Delta Dental PPO	
BCBS HSA Deductible \$2500 Individual/\$5000 family		

**Medical & dental benefits effective 30 days after start date, vision first of the month after 30 days of employment.*

Other Benefits Offered

Life Insurance > City Sponsored: Equivalent to 100% of annual wage Voluntary: Designated by employee

Retirement > Empower 457b plan: Traditional & Roth
Illinois Municipal Retirement Fund (IMRF)
Voluntary Additional Contribution to Illinois Municipal Retirement Fund designated by employee

FSA Account > Voluntary pre-tax contributions to Medical and/or Dependent Care flexible savings plan

Paid Vacation*

After 1 year: 10 days
After 2 years: 11 days
After 4 years: 12 days
After 6 years: 15 days
After 10 years: 16 days
After 11 years: 17 days
After 12 years: 18 days
After 13 years: 19 days
After 14 years: 20 days
After 17 years: 21 days
After 20 years: 23 days
After 23 years: 24 days
After 24 years: 25 days

**90 day probationary period for all employees
Vacation time awarded after 1 year of service.*

Other Leave

11 Paid Holidays
Bereavement Leave
Paid Jury Duty Leave
24 hours of Personal Leave (awarded after 90 days)
96 hrs of Sick Leave (accrual of 8 hrs per month)
Compensatory Time (per position)

See collective bargaining contracts for details on vacation & other benefits that may differ from what is show here.